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manpower and labour relations

REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Manpower Situation

The economy appeared to show more vigour in November after a rather hesitating performance in the third quarter. The upturn in automobile and forestry production, a record rate of housebuilding and the settlement of industrial disputes were major factors in the improvement. Unemployment continued to rise more slowly than last year. The strengthening during the month was not reflected in total employment estimates owing to the continued decline in agriculture. However, the number with non-farm jobs was an estimated 34,000 higher in November than a year earlier and, after allowing for seasonal changes, was not far below the peak of 1957.

Industrial disputes, which had a significant retarding effect on economic activity in the third quarter, were largely settled by November. The return to work in the steel industry in particular forestalled further material shortages which were holding back production in several industries. Earlier, strike settlements were made in the Toronto and Vancouver construction industry, and in the shipbuilding industry at Sorel, although at Sorel the return to work was short-lived; some 335 workers were laid off in November owing to a shortage of orders.

Automobile production finally swung into high gear in November, after three months of layoffs and short time. Output in the six weeks ending mid-December was 7.5 per cent greater than in the same period last year. By the end of the month, most workers had been recalled in the main production centres and a substantial amount of rehiring was reported in other areas where automotive supplies industries are located.

The massive housebuilding program this year has resulted in a record number of units under construction, providing work for a greater number of construction workers in this segment of the industry than in past winters. New housing units started in November continued at a record level for this time of year. Because of the lower levels of activity in other forms of construction, however, employment in this industry in November was still some 6 per cent lower than a year earlier.

The labour force has moved rather erratically in the past three months. Since mid-year, however, the effects of reduced immigration and the relative scarcity of jobs have been clearly indicated. In the period August-November the labour force was, on the average, 1 per cent higher than a year earlier; this spring the year-to-year margin was well over 3 per cent.

The stability of the labour force and the increase in employment reduced the size of the seasonal upswing in unemployment this fall. Persons without jobs and seeking work increased only 80,000 between August and November

this year, compared with 120,000 last year. In November the "seeking work" figure was 361,000, or 5.9 per cent of the labour force; it was 5.1 per cent in October, and 4.9 per cent in November 1957.

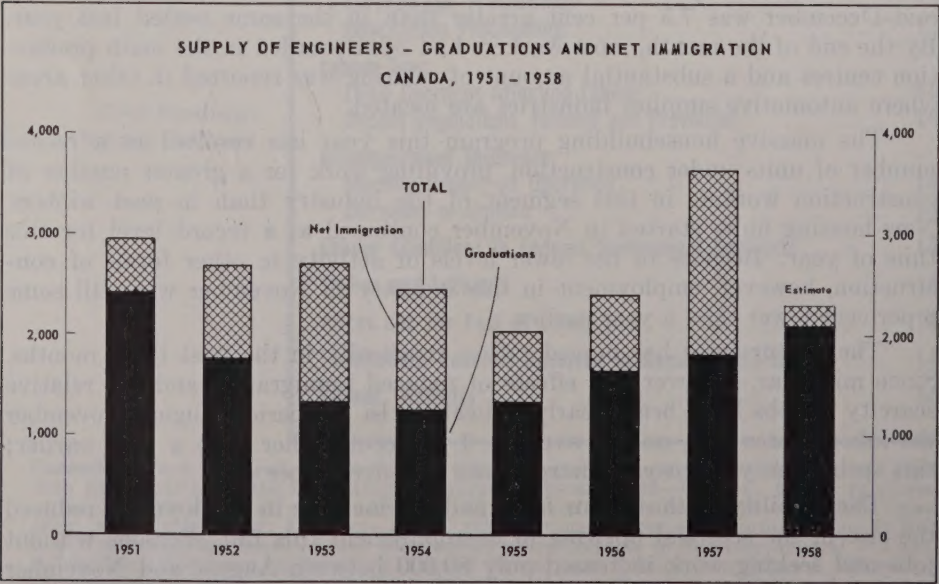
Current Outlook in the Engineering Profession

The stable level of employment in 1958 and the consequent increase in unemployment has affected the current outlook in many occupations, especially in the goods-producing industries. As might be expected, the demand for unskilled workers has weakened noticeably. The market for skilled and professional workers has been least affected, although even for them rising supplies tend to exceed requirements.

In the engineering profession, shortages have been more continuous and acute than in any other occupational group in the past decade. The extent to which shortages have been modified this year is interesting, and is perhaps indicative of developments in other professional and skilled occupations.

The present labour market situation for engineers in Canada indicates that the general demand and supply are fairly well in balance, with a moderate tendency towards a surplus of new and inexperienced engineers. This is in contrast to the severe shortage that prevailed in 1955, 1956 and early 1957. The record economic expansion of these years required increasing numbers of new engineers. At the same time, the numbers graduating from universities were relatively small and net immigration was falling off. (Net immigration represents the difference between immigration and emigration.)

University graduations and net immigration are the two major sources of supply of engineers. The yield from these two sources from 1951 to 1958 is shown in the chart below. It may be seen that the number of engineers graduating declined after 1951 following the graduation of veterans who had

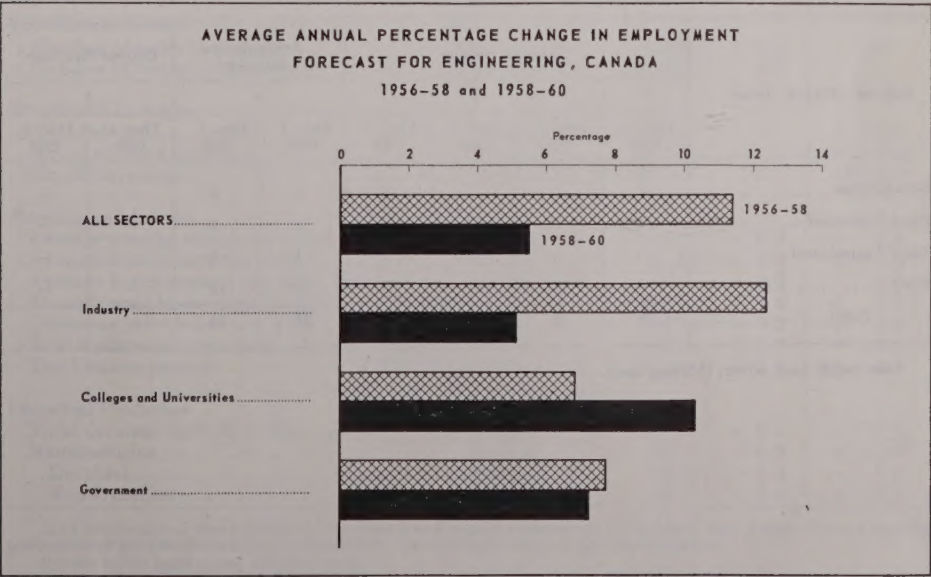


been studying under the Veterans Rehabilitation Act, and reached its lowest level in 1954. Graduations increased in subsequent years, although not as rapidly as requirements. Net immigration showed a striking variation from year to year, with a high net immigration in 1957 and an extremely low net immigration expected in 1958.

On the demand side for engineers, there is no one set of figures which can be set against the available data on supply. One major source of information is the Department of Labour's biennial survey of requirements for professional personnel. The results of the most recent survey show that for the three types of employer—industry, government, and universities—employment of engineers rose by 10 per cent from 1956 to 1957. The subsequent growth rate, however, is expected to be considerably lower—6.8 per cent from 1957 to 1958, and approximately 5 per cent in each of the two following years.

Industry, which employed more than 80 per cent of engineers covered by the survey, is mainly responsible for the decline in expected requirements. Government agencies reported the smallest percentage increase in actual employment from December 1956 to the same date in 1957, namely, 7 per cent. Their expected requirements, expressed in year-to-year percentage increases, follow an irregular pattern, from 15 per cent in 1958 to 3 per cent in 1960. Universities and colleges, the smallest employers of engineers of the three, increased their engineering employment by 11 per cent between the end of 1956 and the end of 1957, and expect year-to-year increases from 1958 to 1960 not to go much below that level.

In the biennial survey, employers have been asked to indicate whether they experienced difficulties in recruiting professional personnel in the past and whether they expected such difficulties in the future. Their replies show that 61 per cent of employers in industry, 90 per cent of the colleges and universities, and 85 per cent of government agencies reported having recruit-



ment difficulties in 1954 and 1955; this compares with 22, 75 and 57 per cent, respectively, in 1956 and 1957. As far as the outlook is concerned, a further decline in recruitment difficulties is expected by all three groups of employers.

Other clues to the changing labour market situation for engineers may be found in the operations of the National Employment Service. Review of job vacancies for engineers (reported by employers) and the number of engineers applying for jobs throughout the country shows that in the period 1951 to 1958 the year 1956 had the highest ratio of vacancies to applicants (slightly more than five and one-half vacancies for every applicant). The situation has changed markedly since that time. In 1957, there were about two engineering jobs for every applicant reported, and in the first ten months in 1958 there was on the average only one vacancy reported for slightly more than two engineers registered for employment.

Since 1951, the National Employment Service has been surveying the major employers of professional personnel in Canada annually with a view to obtaining from them an estimate of the openings they expect to have the following spring for new graduates in different fields, including engineering. A review of these data shows that for each year except 1951 and 1958 Canadian employers reported having more job openings for new graduates in engineering than the number of such graduates

turned out by Canadian universities and colleges. The years 1956 and 1957 had the greatest number of job openings reported in excess of Canadian university graduations in engineering.

The relationship between industrial earnings and starting salaries for engineers within the last decade serves as another indicator of the labour market situation for engineers. Analysis of these data shows that changes in earnings of industrial workers and in the starting salaries for engineers followed each other closely up to 1955. However, in 1955, 1956 and 1957, starting salaries for engineers rose at a much faster rate than industrial earnings. In 1958, on the other hand, starting salaries for engineers rose only slightly above the 1957 level, while industrial earnings increased somewhat more.

There are a number of other factors (such as the utilization of engineers, the supply of technicians and engineers who are not university graduates) playing a role in equating the supply and demand for engineers which cannot be discussed here. The data already reviewed are sufficient to point clearly to the fact that the shortage of engineers which has prevailed since 1951 has slackened noticeably in 1958. As for the outlook, such long-run factors as technological development, industrial growth and the continuing rise in the Canadian standard of living will all play a role in maintaining the need for an increasing number of engineers in the years to come.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Dec. 1, 1958	Dec. 1, 1957	Dec. 1, 1958	Dec. 1, 1957	Dec. 1, 1958	Dec. 1, 1957	Dec. 1, 1958	Dec. 1, 1957
Metropolitan.....	3	3	7	6	2	3	—	—
Major Industrial.....	7	5	17	18	2	3	—	—
Major Agricultural.....	—	—	10	6	4	6	—	—
Minor.....	8	11	34	33	16	14	—	—
Total.....	18	19	68	65	24	26	—	—

* See inside back cover, October issue.

Current Labour Statistics

(Latest available statistics as of December 10, 1958)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Nov. 15	6,134,000	- 0.7	+ 1.0
Total persons with jobs.....	Nov. 15	5,773,000	- 1.6	- 0.1
At work 35 hours or more.....	Nov. 15	4,363,000	+25.5	- 1.9
At work less than 35 hours.....	Nov. 15	1,229,000	-44.1	+ 6.7
With jobs but not at work.....	Nov. 15	181,000	- 4.7	- 0.6
With jobs but on short time.....	Nov. 15	50,000	+ 6.4	- 3.9
On temporary layoff for the full week.....	Nov. 15	18,000	+12.5	- 18.2
Persons without jobs and seeking work.....	Nov. 15	361,000	+15.3	+ 22.0
Persons with jobs in agriculture.....	Nov. 15	652,000	-10.6	- 5.8
Persons with jobs in non-agriculture.....	Nov. 15	5,121,000	- 0.3	+ 0.7
Total paid workers.....	Nov. 15	4,663,000	- 0.6	+ 1.0
<i>Registered for work, NES (b)</i>				
Atlantic.....	Nov. 13	42,000	+26.9	+ 5.5
Quebec.....	Nov. 13	121,500	+18.7	+ 23.1
Ontario.....	Nov. 13	133,700	+ 7.5	+ 15.4
Prairie.....	Nov. 13	51,700	+33.2	+ 11.4
Pacific.....	Nov. 13	50,000	+14.2	- 2.4
Total, all regions.....	Nov. 13	398,900	+16.5	+ 13.3
<i>Claimants for Unemployment Insurance benefit.....</i>				
Amount of benefit payments.....	Nov. 1	323,530	+14.5	+ 20.7
Amount of benefit payments.....	October	\$20,273,443	+ 2.1	+ 24.1
<i>Industrial employment (1949 = 100).....</i>				
Industrial employment (1949 = 100).....	Oct. 1	121.8	0.0	- 4.0
Manufacturing employment (1949 = 100).....	Oct. 1	112.2	+ 0.6	- 5.0
<i>Immigration.....</i>				
Destined to the labour force.....	1st 9 mos.	100,131	—	-59.0(c)
Destined to the labour force.....	1st 9 mos.	52,455	—	-61.3(c)
<i>Conciliation Services</i>				
Number of cases in progress.....	September	886	- 0.9	—
Number of workers involved.....	September	219,970	- 2.5	—
<i>Strikes and Lockouts</i>				
No. of strikes.....	November	49	—	+ 3.4(c)
No. of workers involved.....	November	25,398	—	+ 8.7(c)
No. of days lost.....	November	257,525	—	+69.6(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Oct. 1	\$70.85	+ 0.3	+ 2.9
Average hourly earnings (mfg.).....	Oct. 1	\$1.65	+ 0.3	+ 2.5
Average hours worked per week (mfg.).....	Oct. 1	40.7	+ 0.2	0.0
Average weekly earnings (mfg.).....	Oct. 1	\$66.95	+ 0.6	+ 2.5
Consumer price index (av. 1949 = 100).....	Nov. 1	126.3	+ 0.2	+ 2.4
Real weekly earnings (mfg. av. 1949 = 100).....	Oct. 1	127.4	+ 0.2	+ 0.4
Total labour income..... \$000,000	September	1,404	+ 1.3	+ 1.4
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	October	288.3	+ 0.1	- 0.5
Manufacturing.....	October	278.3	- 0.3	- 1.0
Durables.....	October	307.5	- 0.2	- 5.8
Non-Durables.....	October	259.7	- 0.4	+ 2.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October issue.

(b) See inside back cover, October issue.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Labour-Management Relations

The Bargaining Scene

The year 1958, in retrospect, has been one of the most active of the last decade on the industrial relations front. By the close of the year, however, most of the year's bargaining in key industries, and particularly among the larger bargaining units, had been completed.

Some indication of the extent of negotiations in 1958 can be gained from a comparison of the past two years with regard to agreements covering 1,000 workers or more. This year, approximately 90 per cent of the workers covered by such agreements were involved in bargaining in contrast to 30 per cent in 1957. At the peak of activity in June of this year, three out of five such workers were affected by negotiations. In 1957, the peak of activity came at the end of the year, when the non-operating railway workers served their demands, and at that time one in every five workers under contracts affecting 1,000 workers or more was negotiating.

In spite of the larger load of collective bargaining in 1958, approximately the same number of workers are still in negotiations at the end of this year as in 1957. In 1958, the average length of collective bargaining negotiations was between six and seven months and, although a number of serious industrial disputes took place, 90 per cent of the workers affected by the settlements reached were not involved in work stoppages.

The carry-over in bargaining from 1957 to 1958 was, as already noted, largely accounted for by the non-operating railway workers. This year the carry-over involves a greater number of individual contract negotiations—66 this year, as compared with 33 at the end of last year. Nevertheless, many of the settlements recorded in recent months have taken place in important negotiations within industries where some of these 66 agreements are still to be concluded.

Recent Negotiations

Significant reductions occurred within the last month in the number of negotiations being conducted and in the numbers of workers affected by them. Settlements on the railways and in the Quebec and Ontario sections of the truck transport industry have affected some 140,000 workers, or more than half of the transportation workers under agreement in Canada. In addition, settlements with a number of pulp and paper companies in Quebec and Newfoundland have rounded out settlements in the eastern section of this industry. The settlement of negotiations between the United Automobile Workers and General Motors of Canada also took place within the last month.

The settlements in the Ontario and Quebec trucking industry resulted in three-year contracts, involving a series of wage increases during the three years which total about 20 cents an hour. In the contracts with the eastern Canadian paper companies, the important new terms in the two-year agreements call for 5 cents an hour increase and four weeks vacation after 25 years. The General Motors agreement in Ontario, a three-year contract, provided 6 cents an hour annual increases. Settlement of the non-operating railway dispute was on the basis of the conciliation board report involving a wage

Bargaining Status of Major Agreements Reviewed, December 15, 1958

(Excluding Railways*)

NOTE: C = Conciliation. W/S = Work Stoppage. B = Bargaining. P/C = Post Conciliation. EX = Expected. Brackets indicate information not confirmed.

Company and Location	Union	Status	
		Nov. 15-Dec.15	
Abitibi Power, Ontario.....	Carpenters	C	C
Anaconda American Brass Ltd., New Toronto.....	UAW No. 399	—	B
Anglo-Nfld. Development, Grand Falls....	Woodworkers	(C)	C
Avro Aircraft, Malton.....	Machinists	B	B
Bowaters Pulp and Paper, Corner Brook....	4 paper mill unions	C	C
CBC, Canada.....	NABET (Broadcasting)	C	C
Canadian Cannery (Western) Ltd. British Columbia.....	Packinghouse Workers	—	B
Canadian Car & Foundry Co. Ltd., Montreal	Bro. of Railway Carmen	—	C
Canadian Cottons Ltd., Ontario.....	Textile Workers Union	—	B
Canadian Industries Ltd., Brownsburg, Que.	United Mine Workers	—	B
Canadian Lithographers Assoc'n. Inc., Eastern Canada.....	Lithographers	B	B
Canadian Westinghouse, Hamilton.....	United Electric Wkrs.	(C)	C
Canadair.....	Machinists	B	B
Chrysler Corp., Windsor.....	Automobile Wkrs.	C	B
City of Calgary, Alta.....	Civic Empl. No. 37 NUPSE	—	B
City of Edmonton, Alta.....	Civic Service Union	—	B
City of Edmonton, Alta.....	Civic Empl. Un. No. 30	—	B
City of Vancouver.....	Civic Empl. Union (Outside)	EX	EX
Dominion Coal Co. Ltd., Nova Scotia....	United Mine Workers	B	B
Dominion Rubber Co. Ltd., St. Jerome, Que.	Fed. Rubber Wkrs. Un.	—	B
Dominion Textiles, Montreal.....	Syndicate (CCCL).....	C	A
Dominion Textile Co. Ltd., Quebec.....	Cath. Syndicates	—	A
Dominion Wabana Ore Ltd., Bell Island Nfld.....	Steelworkers	—	EX
Eastern Car Co. Ltd., Trenton, N.S.....	Steelworkers No. 1231	B	B
Falconbridge Nickel Mines Ltd., Falconbridge, Ont.....	Mine, Mill & Smelter Workers No. 598	—	C
Firestone Tire & Rubber Co. of Can., Hamilton, Ont.....	Un. Rubber, Cork, etc.	—	B
Ford Motor Co. of Canada Ltd., Ontario..	UAW (various locals)	—	B
Garment Mfrs. Assoc'n. of Western Can., Winnipeg.....	Amal. Clothing Wkrs. No. 459	—	B
Hamilton General Hospitals, Hamilton, Ont.	Municipal Empl. Assoc.	—	EX
Hollinger Consolidated, Timmins.....	Steelworkers	P/C	P/C
Hudson Bay Mining & Smelting Co. Ltd., Flin Flon.....	Various unions	—	EX
Hydro-Electric Power Commission, Ontario	Hydro. Empl. Assoc. NUPSE	P/C	P/C
Imperial Tobacco, Que.....	Tobacco Workers	B	B
John Inglis & Co. Ltd., Toronto.....	United Steelworkers	B	B
International Nickel Co. Port Colborne....	Mine, Mill Workers	W/S	W/S
International Nickel Co., Sudbury.....	Mine, Mill Workers	W/S	W/S
H. J. Heinz Co. of Canada Ltd., Leamington, Ont.....	Packinghouse Workers	—	B
Labour Relations Assoc'n. (St. Lawrence Project) Ont.....	Allied Const. Council	—	EX
Massey-Harris-Ferguson, Ontario.....	Automobile Workers	C	C
McIntyre Porcupine Mines, Schumacher Porcupine.....	Mine Workers	C	A
Montreal Cottons, Valleyfield.....	UTW (Textile Workers)	C	A
Northern Interior Lumbermen's Association, B.C.....	Inter. Woodworkers No. 1-424	—	P/C
Okanagan Federated Shippers Assoc'n., B.C.	Fed. of Fruit and Veg. Wkrs.	—	A
Old Sydney Collieries Ltd., Nova Scotia...	United Mine Workers	B	B
Ontario Hydro Commission, Toronto.....	Allied Const. Council	B	B
Orenda Engines Ltd., Malton.....	Machinists No. 1922	B	B
Polymer Corp., Sarnia.....	Oil, Chemical Workers	C	C
Province of Saskatchewan.....	Un. Civil Servants of Can.	(C)	B

Company and Location	Union	Status	
		Nov. 15-Dec. 15	
Provincial Govt., Saskatchewan.....	Sask. Civil Service Assoc.	B	C
Provincial Transport Co., Que.....	Railway Engineers	B	B
Royal York Hotel, Toronto.....	Hotel Employees	B	B
Shawinigan Chemicals Ltd., Shawinigan Falls, Que.....	Synd. Nat. des Trav. en Prod. Chimiques	—	A
Shipping Fed. of Canada, Saint John.....	Inter. Longshoremen's Assoc'n. No. 273	B	B
The Shipping Federation of Canada, Halifax	Inter. Longshoremen's Assoc'n. No. 269	B	B
The Shipping Federation of Canada, Inc., Montreal.....	Inter. Longshoremen's Assoc'n., No. 375	B	B
Steel Co., of Canada Ltd., Montreal.....	Steelworkers No. 1195	C	B
Toronto General Hospital, Toronto.....	Bldg. Service Empl. No. 204	B	B
Various Moving and Storage Cos., B.C....	Teamsters No. 31	B	C

* Also excludes six bargaining units for which insufficient information was available.

THE BARGAINING SCENE DECEMBER 15, 1958

Bargaining Units of 1,000 or More Employees

November 1, 1958 to January 15, 1959

	Agreements	Workers
In Negotiations and Terminating in Period	86	384,049
Bargaining carried over from October	54	328,362
Terminating in period Nov. 1-Jan. 31	32	55,687
Settlements Achieved Nov. 15-Dec. 15	13	165,351
Negotiations Continuing at Dec. 15	66	199,284
Bargaining in progress	40	108,863
Conciliation in progress	14	46,022
Post Conciliation	2	13,000
Work Stoppage	4	18,174
Arbitration	6	13,225
Negotiations not yet begun	7	19,414

increase of approximately 14 cents an hour over two years, which was put into effect after a 17-per-cent increase in freight rates on the Canadian railways.

By mid-December, strike activity among larger bargaining groups had narrowed down to that of workers at the International Nickel Co. at Sudbury and Port Colborne, Ont. At time of writing, further discussions in this dispute were being carried on with the assistance of the Ontario Department of Labour.

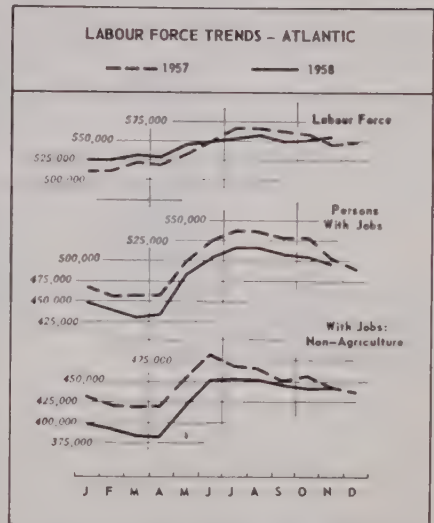
Manpower Situation in Local Areas

ATLANTIC

Employment contractions in the seasonal industries were much smaller than the corresponding declines in 1956 and 1957. At mid-month the number of persons with jobs was estimated at 495,000, only 7,000 less than a year ago, the smallest difference registered this year.

The rising tempo of construction activity has tended to stabilize employment during recent months. Housing, in particular, made a strong recovery; the number of units started in the three months August to October was 60 per cent higher than in the comparable period last year. Business and engineering construction also showed substantial gains this fall. Logging employment held fairly stable during the month at a somewhat lower level than last year. The level of manufacturing employment showed little over-all change during the month, but the average of hours worked increased in many plants.

Unemployment increased moderately in most parts of the region and resulted in the reclassification of nine of the 21 areas, five from balance to the moderate surplus category and four from the moderate to the substantial surplus category. At December 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 6 (6); in moderate surplus, 15(13); in balance, 0 (2).



Local Area Developments

St. Johns (metropolitan) was reclassified from Group 2 to Group 1. A temporary shutdown occurred at the Wabana Ore Mines in Bell Island, resulting in the layoff of 1,400 workers for one week. These mines have experienced periodic shutdowns since early summer owing to declining sales. Total employment in the area was higher than a year earlier despite the weaknesses in mining and some other industries. Construction was very active during the month and was the main reason for the year-to-year employment gain. Fish landings were well below normal this fall so that canning plants were unusually slack; the October catch was reported to be 50 per cent lower than in 1957. Total manufacturing employment was about 4 per cent lower than last year.

Halifax (metropolitan) was reclassified from Group 3 to Group 2. Unemployment showed a slight seasonal rise in this area. Total employment was slightly lower than a year ago, but the loss was well distributed: no one industry was severely affected. The demand for lumber was reported to be somewhat stronger than a year ago although inventories were still excessive. The fishing industry showed some improvement during the month, providing overtime work in some of the canneries.

CLASSIFICATION OF LABOUR MARKET AREAS—DECEMBER 1, 1958

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	ST. JOHN'S VANCOUVER-NEW WESTMINSTER Windsor	CALGARY EDMONTON HALIFAX Hamilton Montreal Quebec-Levis WINNIPEG	Ottawa-Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook CORNWALL FORT WILLIAM- PORT ARTHUR JOLIETTE NEW GLASGOW SHAWINIGAN SUDBURY	Brantford Farnham-Granby KINGSTON Lac St. Jean LONDON Moncton Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Sherbrooke Sydney Timmins-Kirkland Lake Trois Rivières Victoria	Guelph Kitchener	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Barrie CHARLOTTETOWN Chatham LETHBRIDGE NORTH BATTLEFORD PRINCE ALBERT RED DEER RIVIERE DU LOUP Thetford Mines- Megantic-St. Georges YORKTON	Brandon Moose Jaw Regina Saskatoon	
MINOR AREAS (labour force 10,000-25,000)	BATHURST GASPE NEWCASTLE PRINCE GEORGE PRINCE RUPERT RIMOUSKI St. Stephen Sorel	Beauharnois Belleville-Trenton Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Dauphin Dawson Creek Drummondville EDMUNDSTON Fredericton GALT Grand Falls KAMLOOPS KENTVILLE Lindsay MONTMAGNY North Bay Okanagan Valley Owen Sound Pembroke Portage La Prairie Quebec North Shore Ste. Agathe- St. Jerome St. Jean Sault Ste. Marie SUMMERSIDE TRAIL-NELSON Truro Valleyfield Victoriaville Woodstock Yarmouth	Brampton Cranbrook Drumheller Goderich Kitimat Lachute-St. Therese Listowel Medicine Hat St. Hyacinthe St. Thomas Simcoe Stratford Swift Current Walkerton Weyburn Woodstock- Ingersoll	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover, October issue.

New Glasgow (major industrial) was reclassified from Group 2 to Group 1. The over-all employment situation was less favourable in New Glasgow than in other industrial areas in the region. Eastern Car Company, the largest employer in the area, has been operating well below capacity all year. Workers recalled at the shipyards earlier this fall were released during the last half of November and further layoffs were scheduled to take place in December.

Charlottetown, Summerside, Kentville and Edmundston (major agricultural and minor) were reclassified from Group 3 to Group 2. Agriculture was mainly responsible for the increases in unemployment in these areas. The Canadian Gypsum Quarries resumed operations after an industrial dispute lasting more than a year.

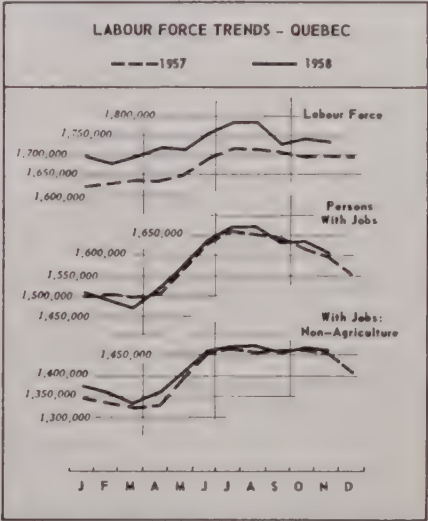
QUEBEC

Total employment declined in the Quebec region during November but was higher than in the same month last year. At mid-month, total employment was estimated at 1,605,000, some 30,000 fewer than the previous month but 9,000 more than in the previous year. Unemployment rose during the month, but at a substantially lower rate than in the corresponding period last year.

Four fifths of the employment decline during the month occurred in agriculture. The remainder was due mainly to seasonal curtailment in road building and other outdoor activities. There was also a seasonal decline in residential construction, although house building was still well above last year's level. Employment in pulp cutting reached a peak in November having absorbed considerably fewer workers than last year. Lack of orders resulted in layoffs of iron and steel, aircraft and shipbuilding workers. Employment in pulp and paper mills showed little change, although the work week increased in several mills.

Total employment (seasonally adjusted) declined moderately from June to November. Decreases were mainly in non-residential construction, and in shipbuilding, machinery, aircraft, and railway rolling stock manufacturing. The textile industry, which reached a rather low point in August, showed some seasonal improvement in September and October; seasonal layoffs and short-time were reported in November. Employment in trade and finance showed a slow and steady increase since August of this year and has continued to remain above last year. Employment in the service industries declined seasonally in October, but in the August-October period was also higher than in the same period a year ago.

Six of the 24 labor market areas were reclassified during the month. At December 1, the area reclassification was as follows (last year's figures in brackets): in substantial surplus 5(7); in moderate surplus 17 (15); in balance 2 (2).



Local Area Developments

Montreal (metropolitan) remained in Group 2. Unemployment increased in the Montreal area, mainly as a result of seasonal declines in services and outdoor activities. Employment in October was lower than a year ago. Continuing weaknesses, especially in iron and steel and transportation industries, contributed to the decline in manufacturing employment.

Quebec-Levis (metropolitan) remained in Group 2. Employment in October was down about 7 per cent from last year mainly because of reduced production in textiles, shipbuilding and pulp and paper industries. This area was one of the few in Quebec in which logging was higher than last year. Pulp and paper mills continued to operate on short time, although the work week was lengthening. The Montmorency cotton mill went on short time, affecting 400 workers. Following the strike settlement in the shipbuilding industry on October 22, shipbuilding employment increased; in November, however, lack of orders resulted in the layoff of some 500 workers.

Joliette (major industrial) was reclassified from Group 2 to Group 1. Unemployment rose in Joliette during the month, but was about the same as last year. A number of logging camps closed down as the cutting season was nearing its end. Employment in the construction, secondary textile and electrical apparatus industries underwent seasonal declines.

Shawinigan (major industrial) was reclassified from Group 2 to Group 1. Unemployment rose in this area, mainly as a result of seasonal layoffs in construction and other outdoor industries. There was further reduction in textile employment.

ONTARIO

Employment in Ontario declined during the month. The number of persons with jobs at November 15 was estimated at 2,154,000, a decline of 12,000 from the previous month and of 25,000 from the previous year. Agriculture accounted for two thirds of the total month-to-month decline in employment. Unemployment continued higher than a year ago, although the increase since August was smaller.

The settlement of the strikes of construction and steel workers was reflected in increased activity in a number of allied industries. In manufacturing, employment was generally maintained at last month's level and remained about 4 per cent lower than last year. Indefinite layoffs occurred in the aircraft and shipbuilding industries, and seasonal layoffs took place in food and beverages and textiles. The automobile industry has returned to a higher level of production during the month. Output was the highest since June and only 11 per cent below last year's level, bringing total production for the first 11 months to within 18 per cent of last year's figure. High production levels in the manufacture of automobiles and farm implements resulted in a noticeable improvement in the demand for steel. However, activity in another big steel user, railway rolling stock, remained at the low level of the past several months.

Construction activity continued high, particularly in the residential sector, although increased surpluses of construction labour were reported in various localities. The number of new housing units started in major centres of the region in October was about 25 per cent higher than last year and continued to increase in November. The increase in new housing had a sustaining influence on the industries producing home furnishings and appliances. Employment in forestry showed a slight decline from the previous month, and forestry operations are expected to remain at about the low level of last year.

Five of the 34 labour market areas in the region were reclassified during the month, all of them to categories denoting higher unemployment. At December 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 3 (1); in moderate surplus, 19 (19); in balance, 12 (14).

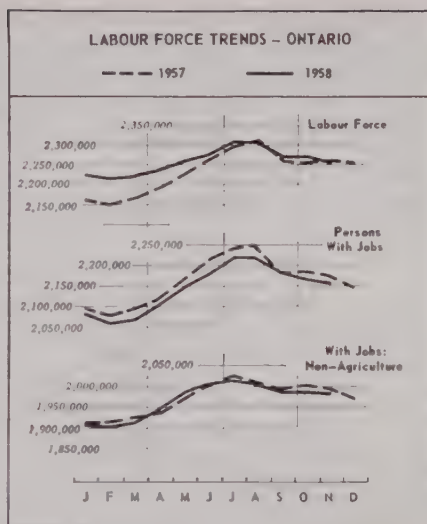
Local Area Developments

Metropolitan Areas where classification unchanged: *Hamilton* (Group 2).

Employment appears to be stabilizing at a lower level than last year. Most steel workers were recalled following the termination of the strike at Stelco. The demand for steel, farm implements and heavy electrical apparatus increased noticeably. Output and employment in the railway rolling stock plant remained low. *Ottawa-Hull* (Group 3). Employment increased slightly over the month and was well above last year's level. At the same time National Employment Service registrations increased, mainly because casual and out-of-town workers were registering in greater numbers. Forestry operations have reached their peak and are expected to be completed earlier than usual. *Toronto* (Group 3). Employment was somewhat lower than a year ago, but the level of economic activity compares favourably with last year's. Manufacturing as a whole showed little change over the month. The volume of business in fabricated steel and sheet metal was about the same as last month and in some cases higher. The radio and television industry was extremely busy and some plants were operating on three shifts. *Windsor* (Group 1). Unemployment remained high, but employment showed some improvement from last month and was only slightly below last year's level. At the same time, registrations declined from last year.

Major Industrial Areas reclassified from Group 3 to Group 2: *Kingston*:

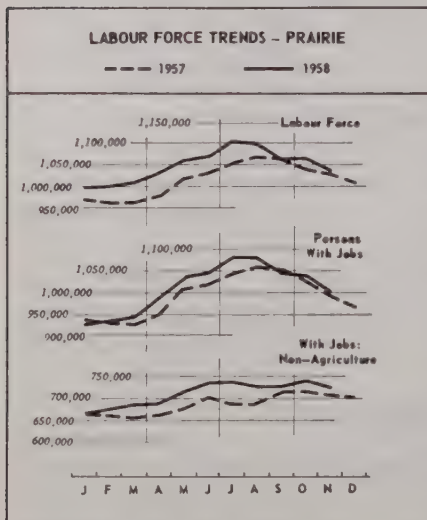
Reclassification was due to layoffs of construction workers and small seasonal layoffs from the Aluminum Company of Canada. *London*: Activities in food and beverages declined seasonally. Small layoffs occurred in the household appliances and transportation equipment industries.



Major Industrial Areas reclassified from Group 2 to Group 1: *Cornwall:* Reclassification was due mainly to a decline in textiles and seasonal reduction in employment on the Seaway and Power Project. *Sudbury:* A general decline in economic activity as a result of the industrial dispute at the International Nickel Company brought the area into the substantial surplus category.

Galt (minor) was reclassified from Group 3 to Group 2.

PRAIRIE



Employment in the Prairie region continued to decline seasonally. On November 20, the number of persons with jobs was estimated to be 1,001,000. This was 40,000 fewer than the previous month but 9,000 more than a year earlier. The increase in unemployment and its level during the month were virtually the same as last year. Employment in non-farm industries expanded by about 20,000 over the year, while the number of workers on farms fell by about half of this amount.

Economic activity in the area was greatly stimulated by housing construction, which is expected to reach a new record this year. Business and industrial construction remained relatively strong

so that the seasonal declines in services and transportation were offset to a considerable degree. Oil exploration and production declined in Alberta, owing to the drop in export demand. In Saskatchewan, however, expansion in the industry continued. Coal mining in Alberta was stimulated by the onset of cold weather and in Saskatchewan by the increased utilization of the lignite deposits of the southeast. Employment in forestry continued to decline, especially at the Lakehead.

In general, the additions to labour surpluses during November were of unskilled workers from the more seasonal industries such as agriculture and construction. Of the 20 labour market areas, nine were reclassified during the month to categories denoting increased unemployment. At December 1, the classification was as follows (last year's figures in brackets): in substantial surplus 1 (0); in moderate surplus 11 (12); in balance 8 (8).

Local Area Developments

Edmonton and Calgary (metropolitan) were reclassified from Group 3 to Group 2. Owing to the continued strength in construction, employment in both areas was maintained at about last year's level. In Calgary, the number of men registered with the National Employment Service was about the same as last year, but the number of women registered was just over 50 per cent higher. Registrations for Edmonton were very near last year's level.

Winnipeg (metropolitan) was reclassified from Group 3 to Group 2. Housing was strong, with the number of units under construction at the end of October about 70 per cent higher than a year earlier, but this failed to offset seasonal declines in other areas of construction and in the needle trades. The storm in mid-November hastened the employment decline in seasonal industries.

Fort William-Port Arthur (major industrial) was reclassified from Group 2 to Group 1. Unemployment was increased by more layoffs in the forest industry. Although the level of employment did not decline as much during the month as it did a year earlier, it remained substantially lower.

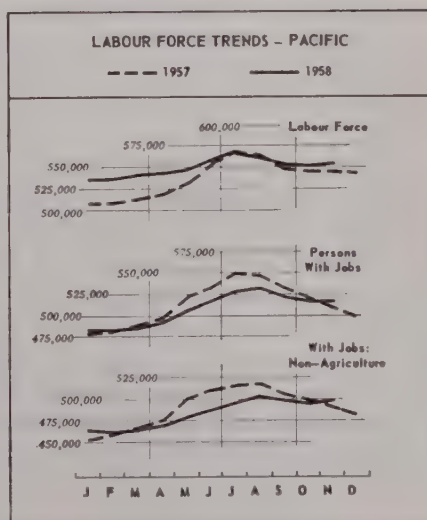
Saskatoon and Regina (major agricultural) remained in Group 3. Construction, particularly residential, contributed to the strength in employment. Saskatoon had well over 200 housing starts in October compared with fewer than 150 in the same month last year. In Regina a new steel plant was under construction. Some workers were hired during November for work on the South Saskatchewan River Dam. More will be hired as the construction of a temporary bridge, the stock-piling of gravel, and the building of living quarters at the site are continued. The exploitation of Saskatchewan's potash resources also provided increased employment at sites near Esterhazy and Saskatoon.

North Battleford, Prince Albert, Yorkton, Lethbridge and Red Deer (major agricultural) were reclassified from Group 3 to Group 2. Because of the relative lack of industrial diversification, the seasonal decline in agricultural employment was more severe in these smaller centres.

PACIFIC

Employment in the Pacific region, which normally declines somewhat, held at a stable level in November owing to the relatively strong demand for loggers and construction workers. Total employment was estimated to be 518,000 at mid-month, some 8,000 higher than a year earlier. Unemployment increased much more slowly than last year and by the end of the month was lower than in November 1957.

Where possible, logging camps operated at capacity in November to replenish depleted stocks. Throughout the summer, because of the extended period of fire restrictions, the number of loggers employed was, on the average, 3,000 below last year. At the same time, lumber output was up over last year by 11 per cent and towards the end of the summer shortages of sawlogs were holding up production in some areas. When it became possible, therefore, logging operations were expanded and in most areas activity has continued at a high level. In the northern interior, the Okanagan and Kootenay districts, employment was reduced during November because of strikes and unfavourable weather conditions.



The winter employment level in the region is expected to be bolstered by the current high level of construction. This is particularly true in Vancouver, where work on many projects has been speeded up to compensate for time lost through industrial disputes. This year the emphasis has been on housebuilding, although in recent months a number of large business projects were started.

The main employment weaknesses were in iron and steel products manufacturing and shipbuilding. Employment in these industries was considerably below last year. The shipyards have recently been awarded federal government contracts for several vessels but it will be some months before work begins. Mining operations are still sluggish, although there have been indications of recovery.

At the end of the month, unemployment had not developed on a substantial scale in as many areas as at this time last year. The classification of the 11 labour markets in the region at December 1 was as follows (last year's figures in brackets): in substantial surplus, 3 (5); in moderate surplus, 6 (6); in balance, 2 (0).

Local Area Developments

Vancouver (metropolitan) reclassified from Group 2 to Group 1. Although employment is currently down about 5 per cent from a year earlier, the picture has brightened since the summer months. The main factors in the improvement are the resumption of work on construction projects and the steady call for logging crews from out-of-town points. Some pick-up was anticipated in the largest steel fabricating plant as a result of a contract to supply steel for the new Peace River bridge. Other metal working firms were expected to benefit from the increased construction and logging activity and the new shipbuilding contracts. Layoffs were prevalent in fish canning plants and other seasonal industries, but the resulting increase in unemployment was less than at this time last year.

Victoria (major industrial) remained in Group 2. As in other areas, unemployment increased much more slowly than last year. Employment is currently down 8 per cent from last year, attributable almost entirely to the shipbuilding industry. As a result of progressive layoffs during past months, surpluses of most shipyard trades have developed.

Minor Areas. Unemployment was lower than at the same time last year in about half of the minor areas of the region. Higher unemployment in the remaining areas was largely the result of continued slackness in base metal mining, and strikes of lumbering workers in the interior. The areas moving to categories denoting higher unemployment during the month were *Prince George*, *Prince Rupert* (from Group 2 to Group 1); *Trail-Nelson*, *Kamloops* (from Group 3 to Group 2).

NOTES OF CURRENT INTEREST

8 Provinces Participate in Winter Work Program

By December 1, eight Canadian provinces had agreed to participate in the federal Government's plan to provide an incentive to municipalities through a 50-per-cent contribution to direct payroll costs of additional winter works projects, announced by the Prime Minister on October 27 (L.G., Nov., p. 1251).

Announcement of acceptance by the provinces was made by Hon. Michael Starr, Minister of Labour.

At the same time, Hon. Howard C. Green, Minister of Public Works, announced that the program of building maintenance and small interior works was being undertaken again this winter, and that its scope would be larger than the 1957-58 program.

Added Incentives

Mr. Starr said four provinces, Ontario, Manitoba, Saskatchewan and Alberta, had added further incentive to projects undertaken by municipalities.

Manitoba has offered to pay 30 per cent of the direct payroll costs in addition to the federal Government's contribution, leaving only 20 per cent to be borne by the municipalities.

The other three provinces have offered to pay an additional 25 per cent of the direct payroll costs of approved projects.

Alberta has, additionally, offered to make arrangements for the financing of the shares of participating municipalities.

The incentive program is effective from December 1, 1958 to April 30, 1959.

Mr. Starr restated the terms under which federal funds will be made available. They will be given for the following types of projects:

Needed public projects municipalities have considered undertaking some time in the future that can be undertaken this winter;

New projects that can be carried out this winter;

Additional work on existing projects over and above the work that would have been carried out in any event this winter.

Types of work coming under the terms of this offer will be: the construction and major reconstruction of streets, sidewalks and municipal roads; the construction and major reconstruction of water, sewage and

storm facilities, not including buildings; and the construction and development of municipal parks and playgrounds.

Already some Canadian municipalities have announced plans to undertake projects this winter.

The City of Ottawa has set aside the sum of \$6,000,000 to devote to winter work, in order to take full advantage of the Government's offers.

Niagara Falls City Council has approved a \$95,000 winter work program of sewer construction and new water mains.

A program costing \$308,000 will be undertaken by Metropolitan Toronto to alleviate winter unemployment in the area.

Mr. Green pointed out that in 1957 it had been estimated that winter works projects would cost \$1,046,429.71, whereas the actual cost by March 31 had been \$2,008,448.26, and had provided 400,000 man-hours of work.

500,000 Man-Hours

The preliminary estimate for 1958-59 was \$1,266,074.24, but by November 15 had risen to \$2,532,063.12 with an estimated provision of 500,000 man-hours of labour.

It was also pointed out by Mr. Green that most of his Department's effort to increase winter work came under the building of new structures of various kinds, some of them valued at millions of dollars and situated in all parts of Canada. Most of the work is done by contractors, and it is standard practice of the Department to require all contractors to continue operations during winter months wherever possible.

The winter program on building maintenance and interior work is made up of a large number of small jobs. Much of this work was previously done in the summer months. Now, however, work of this nature requested by other departments of Government is put off until the winter months.

Proper timing for the beginning of a building can result in the employment of more construction workers on the project in the winter months than in the summer. A. Turner Bone, Past President, Canadian Construction Association, said in an address to the Montreal Rotary Club.

Says Management Acting To Increase Employment

Although Management may seem less vocal on the subject of unemployment than leading union spokesmen, Management is working to achieve tangible results at company, community and national levels, said Ian McRae, President of the Canadian Manufacturers' Association, in a speech in Montreal.

In company affairs it was organizing things so as to increase the level of winter employment; in the community it was contributing men and money to winter employment committees and "Do It Now" drives; and on a national scale Management has for the past nine months been energetically promoting the "Buy Canadian" program of the CMA, he said.

The most effective weapon in the battle against unemployment, the speaker contended, was "increased domestic consumption of the products we make ourselves". He agreed, however, that price, quality and service were factors which strongly influenced the decision of buyers, and that the most that could be expected was that prospective purchasers would give *some* weight to "Buy Canadian" considerations.

The CMA President urged Labour, in its own interests, to join the "Buy Canadian" bandwagon".

Manitoba Federation Asks Action on Unemployment

Sounder measures to alleviate unemployment, a minimum hourly wage rate of \$1.25, longer vacations with pay, and enactment of legislation respecting the Workmen's Compensation Act were requested in a brief presented last month to the Government of Manitoba by the Manitoba Federation of Labour.

The Federation in its brief asserted that the unemployment situation would be eased if the Government brought in a 40-hour maximum work week and provisions for longer vacation-with-pay periods.

The Federation also urged, "in recognition of the pressing needs of the moment concerning unemployment," a public works program and a low-cost subsidized rental housing program.

The Government was urged to pass legislation that would make mandatory a two-week vacation with pay for all employees after one year of service with an organization, and three weeks vacation after five years of continuous service with one employer.

In requesting that the Workmen's Compensation Act be amended, the Federation

particularly asked that pensions under the Act to widows, invalid widowers, dependent and dependent invalid children be increased.

On the matter of human rights and fundamental freedoms the brief said "every step should be taken to assure and give full protection to the worker demanding that his status as a citizen be fully recognized."

Long-Range Outlook Good For University Graduates

Although relatively large-scale unemployment has resulted from the changed economic situation during the past year, the long range outlook for well-trained university graduates remains good, the National Employment Service states in a recently issued report entitled "A Bulletin on the Supply and Demand Situation in Regard to University Graduates".

There is a temporary surplus in many professions, but shortages exist in certain others, and these shortages will be intensified when the signs of economic recovery become clearer than they are at present, the report says.

Although the shortage of engineers, which has been the subject of so much publicity during recent years, has largely subsided, this situation is not expected to continue, and it may not be long before engineers again become scarce. The report states that the National Employment Service had notice of 2,192 vacancies for engineering graduates in 1958, while the total number of graduates was slightly more than 2,100. A few of these failed to obtain a job on graduation.

The Civil Service Commission reports greater success in filling vacancies in 1957 than in any year since the last war, the bulletin states. Notwithstanding this, certain professional classifications remain difficult to fill. These include veterinarians, meteorologists, nurses, auditors, librarians, physical therapists, occupational therapists and social workers.

Rising fees at universities and increased difficulty in getting satisfactory employment during the summer have made it harder for students to finance their way through university, the report says. However, a more encouraging circumstance is that more scholarships are being offered. These are of great value to talented students, and there is a need for a still greater increase in their number "if Canada is to ensure that no student of university calibre is denied the opportunity of going to college".

John Mainwaring Named Brussels Labour Attache

The appointment of John L. Mainwaring as Labour Attache at the Canadian Embassy in Brussels, Belgium, was announced last month by Hon. Michael Starr, Minister of Labour. His appointment will bring to two the number of labour attaches at Canadian embassies abroad. At present there is a labour attache only at the Washington embassy.

Brussels was selected, said the Minister, because it is close to most of the large industrial centres of Europe and because it is the headquarters of the International Confederation of Free Trade Unions and of the International Federation of Christian Trade Unions.

As labour attache in Brussels Mr. Mainwaring's duties will include studying and reporting on industrial relations practices and trends in Western Europe, and on social legislation and trade union activities. He will continue to work with the International Labour Organization. He has attended seven sessions of the International Labour Conference and has represented Canada at other ILO meetings in North America and Europe.



John Mainwaring

Posted to Brussels

Born in Montreal in 1915, Mr. Mainwaring was educated in Brockville, Ont. He was graduated from McGill University with honours in English and Economics and later obtained his M.A. degree from Columbia University. He joined the Department of Labour in 1942 as Assistant Editor of the *LABOUR GAZETTE* after teaching school for four years in Brockville and Hamilton.

Well-known for his work with the former Civil Service Association of Ottawa, he served on the executive of that organization from 1946 to 1954, and was elected President in 1951 and again in 1952. He was also a member of the national executive of the Civil Service Federation of Canada, being elected a national vice president in 1953.

"Mr. Union Label" Dies In B.C. at Age of 75

Widely known as "Mr. Union Label" for his untiring work in promoting the purchase of products made in unionized plants, Edward David Smith died in Burnaby, B.C., during November at the age of 75 years.

When the Union Label Trades Department of the Trades and Labour Congress was formed at the Congress' convention in Winnipeg in August 1952, Mr. Smith, then Secretary-Treasurer of the Union Label Trades Council of the Vancouver, New Westminster and District Trades and Labour Council, was elected a Vice-President of the TLC Department (L.G., 1952, p. 1189).

At the 1953 and 1954 conventions of the Union Label Trades Department, Mr. Smith was re-elected a vice-president. At the 1955 convention, he did not seek re-election; an honorary vice-presidency was conferred on him. He had earlier retired, after 16 years' service, from the post of Secretary-Treasurer of the Vancouver and District Union Label Trades Council (L.G., 1955, p. 267).

Mr. Smith came to Canada from England in 1905 and held many union posts during his career, including a 13-year term as business agent for the Painters Union in Vancouver.

In 1954 he was honoured by the British Columbia Government with a scroll for his distinguished service and outstanding work in trade union affairs.

In his youth, in England, Mr. Smith played supporting roles as a singer and dancer in some London musicals, at a time when Charles Chaplin was appearing as an extra in some of the shows.

NES Placement Officers Given Counselling Course

Twenty-five special placement officers of the National Employment Service in Quebec province recently received a month-long course at Montreal on employment counselling and rehabilitation. The primary purpose of the course was to further assist the counsellors, selected from the province's larger centres, to solve the employment problems of the occupationally handicapped.

Similar to Earlier Course

Given in French and held at the University of Montreal, the course covered a broad range of subjects including psychiatry, interviewing techniques, interpretation of tests, counselling, physiotherapy, occupational therapy and handicap evaluation. It complemented a similar course given in English at the University of Western Ontario earlier this year.

Dr. Gustave Gingras, Director of the Institute of Rehabilitation and the University of Montreal School of Rehabilitation, co-ordinated the programming of the course.

Total Payments to Aged, Blind, Disabled Increase

The number of persons receiving old age assistance in Canada increased from 94,589 at June 30, 1958, to 96,298 at September 30, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$7,590,635.96 for the quarter ended September 30, 1958, compared with \$7,516,468.41 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$143,949,133.18.

At September 30, 1958, the average monthly assistance in the provinces ranged from \$49.70 to \$53.32 except for one province where the average was \$44.55. In all provinces the maximum assistance paid was \$55 a month.

Blind Persons Allowances

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,545 at June 30, 1958, to 8,654 at September 30, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$1,056,625.88 for the quarter ended September 30, 1958, compared with \$1,052,408.61 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$21,069,730.86.

At September 30, 1958, the average monthly allowance in the provinces ranged

from \$53.10 to \$54.11. In all provinces the maximum allowance paid was \$55 a month.

Disabled Persons

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 44,366 at June 30, 1958 to 46,307 at September 30, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$3,833,693.32 for the quarter ended September 30, 1958, compared with \$3,686,162.73 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$31,863,318.37.

At September 30, 1958, the average monthly allowance in the provinces ranged from \$51.18 to \$54.64. In all provinces the maximum allowance paid was \$55 a month.

Bakers' Union Not Losing Any Canadian Members

Not a single Canadian member of the Bakery and Confectionery Workers' International Union of America has left to join the American Bakery and Confectionery Workers International Union (AFL-CIO), the *LABOUR GAZETTE* has been told. In the United States, only about 46,000 members have left to join the new union.

In the October issue (page 1105), it was reported that the new ABCWU had 177,000 members; this should have read "77,000" members, and it should have been made clear that this number was that claimed by the union.

The Bakery and Confectionery Workers, although expelled from the AFL-CIO, is still a union in good standing with the Canadian Labour Congress.

Two Unions Aim for Shorter Work Week

A shorter work week was made a target of two international unions at their latest conventions.

The Brotherhood of Railway Carmen (AFL-CIO-CLC), at its 22nd convention, called for a national drive by railway unions for a six-hour, five-day week without a reduction in pay. The Canadian co-ordinating committee of the International Ladies' Garment Workers' Union (AFL-CIO-CLC) adopted a resolution calling for establishment of a 37½-hour week in the women's and children's apparel industry.

The ILGWU will also seek improvement in retirement and severance pay benefits. About 90 per cent of the Union's members are now eligible for a monthly pension of

\$50, and two thirds of the membership will soon be eligible for severance pay.

The Ladies' Garment Workers in Canada decided also to launch a nation-wide union label campaign on January 1 to coincide with a \$2,000,000 campaign by the Union in the United States.

Truro Unions Establish New Labour Council

A new central labour council has been organized in Truro, N.S.

Seven unions of the district, with a membership of 400, met and formed the Truro and District Labour Council. Application for a CLC charter will be made.

Officers of the new council are: Guy McAloney, President; Walter Wulff, first Vice President; C. A. Marr, General Secretary; Fred Hamilton, Secretary-Treasurer; and Thomas Paris, sergeant-at-arms.

Report Fewer Accidents In U.K. Industry in 1957

A "very satisfactory" drop in the number of industrial accidents reported in the United Kingdom in 1957 is shown in the annual report of H.M. Chief Inspector of Factories for that year. The number was the lowest for 20 years, in spite of a considerable increase in industrial activity during that period. The numbers of both total accidents reported and of fatal accidents were 5 per cent lower than in 1956.

Fewer Building Fatalities

A particularly satisfactory circumstance was a fall in the number of fatal accidents in the building industry, from 186 in 1956 to 156 in 1957, although the number of accidents in the industry remained constant at about 14,000 a year.

An "accident" is defined in the Factories Act, 1937 as one that is either fatal, or which disables any person employed in a factory or other premises under the Act for more than three days from earning full wages at the work at which he is employed. All such accidents must be reported.

The number of accidents reported under the Act in 1957 was 174,713, of which 651 were fatal. The corresponding figure for 1956 was 184,785, of which 687 were fatal.

The report points out that it is difficult to draw valid conclusions when comparing accident statistics for different years; yet since total employment figures for 1957 show little change from those for 1956, it is reasonable to assume that the continued improvement in accident figures has,

for the most part, resulted from safer working methods and better and safer machinery and equipment.

Industrial Comparison

A comparison of the statistics for different industries shows that in building operations and in metal extracting and refining one accident in 90 was fatal, while in textile factories there was only one fatal accident in every 930 reported. For all industries the proportion was one in every 270.

One disappointing feature, the report says, is that 428 women and young people were injured in 1957 while cleaning machinery in motion, although the Factories Acts specifically forbid the practice.

Carpenters Authorize Secession from AFL-CIO

The 28th general convention of the United Brotherhood of Carpenters and Joiners of America last month rejected adoption of the AFL-CIO Ethical Practices Codes and voted authority to the union's executive board to withdraw from affiliation with the federation.

Only one of the 2,000 delegates dissented in the vote on the secession resolution.

President Maurice A. Hutcheson later said the union did not want to leave the AFL-CIO and would not do so except as an absolutely last resort. He termed the resolution an expression of dissatisfaction by the membership with the way the AFL-CIO has handled jurisdictional procedures with respect to the craft.

Mr. Hutcheson was re-elected President by acclamation.

Imports in First Half Decline 12 Per Cent

Imports into Canada in the first six months of 1958 were valued at \$2,570,000,000, about 12 per cent lower than for the same period of 1957.

Import declines for the six-month period were particularly heavy in iron and steel goods, the largest import group. Non-farm machinery, rolling-mill products, farm implements and machinery, automobile parts, pipes, tubes and fittings were all sharply reduced. Imports of crude petroleum, petroleum products, coal and cotton products also declined considerably.

There were increases in imports of automobiles, aircraft and parts, books, plastics, vegetables and paper. Imports of engines and boilers remained relatively unchanged.

Canal Workers Transfer To Transport Union

The Canadian Brotherhood of Railway Transport and General Workers will represent employees on the canal system of the St. Lawrence Seaway who were formerly members of the United Steelworkers of America, the two unions agreed last month. The approximately 1,000 workers affected by the move, employed on the Lachine Canal, have approved the transfer.

The Brotherhood represents employees on the Welland Canal; after the transfer of members it will have a clear majority on the St. Lawrence and Great Lakes canal system, a joint statement by the unions pointed out.

Rate Boost Averts Strike By Non-Operating Unions

A 14-cent-an-hour wage increase for 130,000 non-operating employees of Canada's major railways, and a 17-per-cent freight rate increase for the railways approved late last month, averted a strike that was scheduled to begin December 1.

The wage increase was less than half the 35-cent-an-hour boost the 15 unions demanded when they opened negotiations in November 1957 (L.G., Dec. 1957, p. 1277). The railways originally asked for a 19-per-cent increase in freight rates.

A conciliation board suggested the 14-cent increase (L.G., Sept., p. 996). It was accepted by the unions. The railways asserted they could not grant the boost unless the freight rate increase was approved. Subsequently, the Board of Transport Commissioners approved the 17-per-cent freight rate increase over the objections of eight of the 10 provinces, who appealed to the federal Cabinet against the award.

During hearing of the appeal, the eight provinces and the railways agreed that the wage increases were reasonable, and that a strike would be a national disaster and had to be avoided. They disagreed on the propriety of the Board of Transport Commissioners in basing an increase in freight rates on an anticipated wage increase that had not been unconditionally agreed upon by the railways and their employees.

The Cabinet disallowed the appeal of the provinces and approved the freight rate increase. The same day the union's joint negotiating committee and the railways signed new agreements; the unions withdrew the strike call.

Agreements in U.S. Give Longer Paid Vacations

An increase in the length of paid vacations and a reduction in the length of service requirements during recent years is reported in a summary of a study of paid vacations in major union contracts, 1957, published in the *Monthly Labor Review* of the United States Department of Labor for July 1958.

The results of this survey roughly parallel those given in a Canadian survey, a report of which was published in the September *Labour Gazette* (page 1048) entitled "Working Conditions in Manufacturing". Direct comparison is not possible owing to a difference in the treatment of data in the two studies.

"In 1957, all but 8 per cent of 1,813 agreements covering 1,000 or more workers provided for paid vacations, and maximum vacations of three weeks or more were the rule rather than the exception," the *Monthly Labor Review* states.

In the same year, the report continues, "uniform and graduated vacation plans that provided for maximum vacations of less than two weeks were reduced to 1 per cent of the total plans. Almost two thirds of the plans allowed maximum vacations of three or three and a half weeks; an additional 20 per cent provided maximum allowances of four weeks or more."

The report shows that in 1949, of selected bargaining agreements 6 per cent granted one week's vacation or less, 61 per cent provided for a maximum of two weeks, and 33 per cent for a maximum of more than two weeks. In 1952 one week was provided in 2 per cent of the agreements used, 48 per cent provided for two weeks, 46 per cent for three weeks, and 4 per cent for four weeks. In 1957 the percentages were as follows: less than two weeks, 1 per cent; two and two and a half weeks, 15 per cent; three and three and a half weeks, 64 per cent; and four weeks or more, 20 per cent.

"Increases in maximum vacation allowances have been accompanied by a reduction in length of service requirements," the summary says. "In 1952, for example, less than 0.5 per cent of the workers under agreements providing a maximum vacation of three weeks were eligible for the maximum after service of five years or less, as compared with almost 3 per cent in 1957. Although only 4 per cent of the workers were eligible for a three-week vacation after 10 years or less in 1952, almost 15 per cent of the workers qualified with similar service requirements in 1957."

NEW YEAR MESSAGES

HON. MICHAEL STARR

Minister of Labour

This is my second opportunity since becoming Minister of Labour to extend New Year's greetings to the people of Canada.

I do this with a feeling of good-will and, I might add, greater comfort upon entering this New Year of 1959 than was the case last year.

At this time last year our economy had entered a period of recession.

In company with the great majority of other Canadians I had confidence in the basic soundness of the Canadian economy.

In a great measure that confidence has been justified.

Although unemployment continues to be a serious problem there are indications that the economic pendulum is now swinging the other way.

Our registrations for jobs at National Employment offices have tapered down from the springtime high. While they increased from the usual yearly low point reached in the early fall they are now at approximately the same level as last year. If the trend continues—and I believe it will—the figure for this winter will fall below that of a year ago. Furthermore it is encouraging to note that the estimate of those without jobs and seeking work has increased much less rapidly from the seasonal low in August of this year than was the case in 1957.

Reports from across the country reveal that the National Winter Employment Program is providing jobs this winter. The municipal winter works incentive program recently introduced by the federal Government is meeting with co-operation from provincial and municipal authorities and even now several thousands of Canadians are hard at work who would otherwise be unemployed, were it not for this arrangement.

In the labour field, there have, of course, been difficulties and disputes. For the most part, these have been resolved with evidence of good-will and a desire to co-operate on both sides. No doubt the coming year will present other serious problems. It is my hope that through the same good-will, these too may be met in a way to minimize dislocation in our essential industrial activities.

Through the year, wages continued to rise and labour income was again higher than last year.



Amendments to the Unemployment Insurance Act are now under consideration with a view to their introduction in the new session of Parliament. Consideration is also being given to the matter of amendments to the Industrial Relations and Disputes Investigation Act in the light of suggestions which I have received from both labour and management groups.

Thus, as we move into 1959, let me say that, for my own part, my feeling is one of optimism and confidence in Canada's future.

The Government will continue to take every step possible in doing its part to enable Canadians generally to enlarge their opportunities for improving their standards and enjoyment of living.

Personally, I am convinced that with all levels of government, industry and labour aware of the problems we have to face, and willing to co-operate towards the required solutions, the next year will hold nothing but good for us all.

As Minister of Labour, I shall make every effort to bring about solutions of our problems in the labour field in the coming year. I know that many other Canadians in the ranks of both Labour and Management will be addressing themselves to the same end.

May I wish you all well for the New Year.



CLAUDE JODOIN,
President, Canadian Labour Congress

The turn of the year comes at a time when we are inevitably in a holiday spirit, yet it cannot help but bring with it a re-assessment of the year just ending and concern for the year just ahead.

The year 1958 has been an important one for labour. Trade unions have been confronted with attacks on many fronts. From early in the year it was evident that workers seeking wage increases, no matter how thoroughly justified, were facing extremely strong opposition. It is regrettable that in a number of instances these differences resulted in work stoppages; but, by the year-end, a pattern of wage increases had been established and many of those who strongly opposed such increases were frank in their admission that higher wages were deserved by the workers concerned.

Attacks on the labour movement of a more general nature have been intensified during 1958. This is regrettable and adds nothing to the honest desire of trade unionists and many employers for a more stable relationship in our industrial affairs.

The foremost problem facing Canadian trade unionists—and indeed Canadians generally—is unemployment. This was a matter of deep concern when we celebrated New Year's a year ago and it is regrettable that so little has been done, and that what has been done has been with such hesitation. We have now entered another winter and once again hundreds of thousands of Canadians know that before Spring they will have experienced the bitterness of being deprived of the opportunity to work.

Time and again we have pleaded for action which would bring together the entire resources of government, employers and unions to meet this challenge and combat this suffering. The action which has been taken has been far too limited and much too late. Surely the Canadian people cannot be expected to go through another

year of heavy unemployment without seeing some forthright and courageous action taken.

Internationally the year ending has been a troubled one, and it is regrettable that the outlook for 1959 is the same. We in Labour have been pleased to see some indications that Canada's assistance to less fortunate countries is to be increased. We believe this is long overdue. As taxpayers Canadians have not questioned the heavy expenditures made for defence purposes. We are strongly of the opinion that diverting some of those expenditures to help peoples who are so much in need of assistance can contribute to at least an equal degree in assuring peace.

The Canadian trade union movement has long held the opinion that organized labour has an important role to play in helping these people to improve their living standards through the traditional means of free collective bargaining. We shall continue these efforts in 1959.

This will, we expect, be an important year for Canadian labour. One aspect of our activities in which there will be increased emphasis is that of public affairs. Despite some comments which have been made, there is no need for alarm in this development. We are anxious to see all Canadians as well informed as possible on the affairs of our country and our efforts will be expended in that direction.

Despite the clouds that may be on the horizon, we face 1959 and the years that will follow with confidence and assurance. We are keenly aware of the particularly fortunate position in which our country stands and we look forward to the sharing of the benefits of this position among our own people and with people in other countries, so that there may truly be "peace on earth and goodwill among men."

ROGER MATHIEU,
General President,
Canadian and Catholic Confederation of Labour

(Translation)

In formulating Christmas wishes this year, our first thoughts are for those working-class families affected by unemployment. We all know that there are, unfortunately, a great many such families, and that the holidays will be saddened for too many parents and children by want and often by abject poverty.

I hope that the people of Canada and all their leaders will be conscious of this scandal and will use every possible means to prevent its repetition next year.

After all, what meaning could the good news brought by the Saviour have if the Christmas of 1958 were to accept, without batting an eyelid, unjust suffering on the part of a large section of the population in such a rich country.

For the New Year, I wish all workers peace, happiness and prosperity, as well as the pursuit of the action they have undertaken for greater justice and charity.

As for the rulers, legislators, employers and others who have tried to check union activities in 1958, my fervent hope is that



they will come to realize, in 1959, the importance and the urgency of loyal co-operation with the labour movement.

To the civil and religious authorities and to all who have shown us understanding and who have supported union efforts in 1959, our best wishes for the New Year.

To those union officials and members who give so generously of themselves for the advancement of the working classes, our most sincere wishes for ever more fruitful union activities and for a greater measure of joy and security in their family life and in their work.

A. H. BALCH
Chairman, National Legislative Committee,
International Railway Brotherhoods

Fraternal Greetings from the members of the National Legislative Committee, Transportation Brotherhoods, to all officers and members of affiliated organizations of the Canadian Labour Congress.

Dieselization continued to make inroads into railway employment during the past year. Curtailment of service has assisted in this. True, air and bus service has made inroads into passenger service, but one wonders if better service would not have stemmed the tide. Has everything been done to meet competition?

Freight traffic has been lost to highway trucking, and governments must share the responsibility in this for allowing unfair competition between rail and road.

Not wishing to leave the old year and the new on a pessimistic note, I quote for you an excerpt from a letter written by Thomas Jefferson to John Adams, at that time both ex-Presidents of the United States: "You ask if I would agree to live my seventy or rather seventy-three years over again? To which I say, Yea. I think



with you, that it is a good world on the whole, that it has been framed on a principle of benevolence, and more pleasure than pain dealt out to us. There are indeed, (who may say nay) gloomy and hypochondriac minds, inhabitants of diseased bodies, disgusted with the present, and despairing of the future, always counting that the worse will happen, because it may happen. To these I say, how much pain have cost us the evils which have never happened! My temperament is sanguine. I steer my bark with Hope in the

(Continued on page 1378)

27th Meeting of Vocational Training Advisory Council

Apprenticeship only way to produce skilled tradesmen, and apprentices requiring increasingly higher educational background, Council told.
Substantial expansion of federal-provincial student aid program urged

Apprenticeship is the only guaranteed way to produce skilled tradesmen, and apprentices are requiring an increasingly higher educational background, the Vocational Training Advisory Council was advised at its 27th meeting, held in Ottawa in October, by Len Douse, Civilian Rehabilitation Branch, Department of Labour, who came to that conclusion after listening to many employers' opinions on the matter during the course of a survey he was conducting at numerous industrial establishments.

A. H. Brown, Deputy Minister of Labour, expressed regret that Labour Minister Starr was unable to be present to welcome members of Council, and advised them on his behalf that the Training Branch of the Department had been very active since the previous meeting in following up suggestions made at that time.

Mr. Brown also noted that delegates to the Winter Conference on Employment, held in July, had recommended intensified training for the unemployed. With this in mind he hoped that greater advantage would be taken of Schedule "M" than had been taken in the past by some provinces.

Student aid came in for lengthy discussion. W. F. McMullen, Toronto, reported that freshman enrolments at the University of Toronto had dropped 20 per cent from last year. Dr. J. F. K. English, Deputy Minister of Education for British Columbia, said that, except for one faculty, enrolments at the University of British Columbia were also down, while J. A. Doyle, Director of Vocational Education, Saskatchewan, reported that figures had increased at the University of Saskatchewan.

All provincial representatives reported a need for increased federal aid. There were repeated assurances that federal contributions, if they are made, will be matched by the provinces. Council also agreed that assistance for the good average student as well as for the brilliant should be made available.

Reporting on assistance being given, E. K. Ford of New Brunswick said that Dalhousie University has been able to help all students needing help but has been unable to help them enough. S. D. Rendall,

Superintendent of Secondary Education, Ontario, reported that the province spends \$400,000 annually for student aid, whereas the federal contribution is only \$100,000.

C. R. Ford, Director of Vocational Training Branch, Department of Labour, said that when he entered the Department of Labour it had been the practice to seek to match expenditures of the provinces for student aid. Subsequently, student aid allotments had been frozen at the level of allotments made for the fiscal year 1953-54.

A. H. Brown commented that since student aid allotments were frozen, the Canada Council has developed a program with first emphasis on aid to universities. He thought finance officials felt that provincial loan funds should be able to develop to adequate levels with the federal assistance already received. However, the Department of Labour was eager to have the Council review the situation and to receive its findings.

Replying to the loan fund statement, J. W. McNutt of New Brunswick pointed out that 50 per cent of loans collected is repayable to Ottawa and does not become available for relending.

At the conclusion of the discussion, Council Chairman Dr. G. Fred McNally appointed a committee to draft a resolution expressing Council's views on student aid. The resolution, declaring that it was important both in the interests of the individual and of the country as a whole to encourage more persons to complete their secondary school program and to proceed to more advanced education, strongly urged that the existing federal-provincial student aid program be continued and substantially expanded.

The expansion may be both in terms of total amount of funds available and in coverage, the resolution stated. The final year of secondary education, teacher training, training of technicians and other forms of post-secondary education could be added to the coverage.

A resolution concerning Schedule "M", submitted to the Council by N. S. Dowd, Executive Secretary of the Canadian Labour Congress, was adopted. The resolution

pointed out that only a small number of unemployed workers were taking training under Schedule "M" and that inadequate use was being made of the schedule. Because "it is highly desirable that the fullest possible use be made of the schedule, especially during the winter months, with a view to opening up opportunities of employment for unskilled or semi-skilled workers," the resolution requested the Vocational Training Branch to furnish full information regarding the provisions of Schedule "M" to the provincial authorities concerned, who were urged to make additional facilities available, where necessary, for such special training of unemployed workers. It also asked the National Employment Service to inform unemployed workers regarding the possibility of taking special training courses, and the conditions under which this may be done.

The same resolution recommended that, in order to make such facilities available, where necessary, the federal Government's contribution under Schedule "M" be based upon 75 per cent rather than the present 50 per cent of the expenditure involved.

The growing need for technicians in Canada to fill the gap between the skilled tradesman and the professional engineer was discussed. The need for more widespread and integrated investigation of the quantity, quality and kind of technicians was stressed.

In the course of discussion, it was pointed out that of those who attempt, without benefit of university training, to become engineers by writing the 14 necessary papers, only three or four per cent succeed.

Some discussion was given to the problem of vocational training for the mature married woman who either re-enters the labour force or enters it for the first time (see page 000). The need for such training was underlined by the fact that the number of women in this group was steadily increasing and was likely to continue to do so in the future.

This was illustrated by figures given to the meeting. These showed that in June 1948, there were 210,000 women aged 45 and over in the Canadian labour force. This group constituted 21.92 per cent of the female population. The same group in June 1958, 10 years later, numbered 382,000 and made up 29.41 per cent of the female population.

The Council was also advised that steady progress is being made in a project for developing country-wide examinations in designated trades. This is considered an important step in efforts to develop nationwide standards in trade training in Canada, so that a person trained in one part of Canada would be readily accepted in other areas.

Vocational Training for Older Married Women Re-entering the Labour Force

Report by Miss Marion V. Royce, Director of the Women's Bureau,
to the 27th meeting of the Vocational Training Advisory Council

The problem of training for the older married woman returning to the labour force is a part of the larger question of education and vocational training for people who do not fit into the general educational scheme. In enterprises as large and complex as our provincial educational systems have become, it is always difficult to provide for the exceptional or "irregular" individual or group. Provision for those who are the subject of our concern in this paper requires a special degree of resourcefulness and imagination.

First, since "older" is a relative term, especially when applied to women, it is important to be clear that we have in mind the woman who, after a period in which her energies have been concentrated on family responsibilities including the bearing and

rearing of children, needs or wishes to return to the labour force. Nowadays this woman is usually in her early or mid-forties; some are not yet forty.

In considering the urgency of training for such women it should be emphasized that their numbers within the labour force are increasing and in all probability will continue to grow. In June 1958 in Canada, 337,000 women between the ages of 45 and 64, almost 24 per cent of the female population in this age group, were job holders; and including those who were seeking work 346,000 were in the labour force. At the same time 34,000 women 65 and over—5 per cent of all women in this age group—held jobs and 35,000 were in the labour force. Ten years earlier 188,000 women, or 17 per

cent of the female population between the ages of 45 and 64, had jobs and 189,000 were in the labour force. In the 65-years-and-over group, 21,000, 4.65 per cent of the female population of this age, were actually in jobs, and 22,000, 4.87 per cent of the population figure, were in the labour force.

The trend in the United States is even more marked. At the present time about half the female labour force of that country is made up of woman over 40. So convinced are the American experts of a continuing increase in this group within the labour force that after a recent conference of the National Manpower Council the following statement was released:

The Council noted that it is concerned and concentrating on the status of women whose working careers were interrupted by marriage and raising families. They are in their 30s, 40s, and 50s, and so strong is their rush back to work that the conference termed it a "womanpower revolution".

This group offers a larger potential addition to the United States labour force in the future than any other age group of men or women. The expected increase for men 35 and over in the labour force between 1955 and 1965 will be 2,892,000; for women of that age, 3,502,000.

For Canada the forecast was as follows: "Women will go their way as they always do, and it is not for us to prescribe for them. But since we have to guess, we think it likely that a higher proportion of them will choose to enter the labour force than at present, particularly in the age group over 25."^{*}

This statement might suggest that in the future "the marriage gap," as some British writers have described these years of a woman's life spent in the home, will be less of a factor than at present in women's relation to the labour force. Certainly if women continue to work more regularly throughout their lives, the kind of training problem that we face at present for those who are seeking jobs after 40 will diminish, even though more women of these upper age groups are in the labour force.

The problem of the moment lies in the fact that the woman who for a period of twenty years or so has concentrated on family responsibilities has lost what occupational skills she may have had and even more seriously has lost the discipline of a job. It is not that she has been idle at home. On the contrary, she has probably worked very hard and for long hours, but the whole rhythm of her life has been a different one. The training that she needs is such as will revive that job-holding disci-

pline and either restore her former skills or teach her needed new ones.

Equally she needs up-to-date information about the kind of jobs that are available and help in deciding where, in light of her background and experience, she might be likely to find suitable employment.

In this connection it may be useful to take note of the predominant occupations of the older women at present in the labour force. Most of these are closely related to the kinds of work a woman does in her own home. For example, a high proportion of housekeepers and matrons, cooks, practical nurses, hotel and cafe employees are over 45 years of age. Sixty per cent of charworkers and cleaners are in this age group, which also provides nearly half of all dressmakers and seamstresses. Interestingly enough, too, women of 45 and over make up nearly half of the female proprietors and managers in the retail trade and close to a quarter of all women teachers and instructors.

These figures are based on the occupational data of the Census of 1951, the most recent comprehensive source of this type of information. It might reasonably be contended that the picture has changed in the past seven years and may continue to do so. Even in 1951 women of this age group accounted also for 10 per cent of stenographers and typists, 13 per cent of office clerks, and 16 per cent of sales clerks, nearly 13 per cent of telephone operators and 14 per cent of hairdressers and manicurists. On the whole, however, their range of employment was and probably still is fairly limited, and their occupations for the most part require comparatively little training.

Consider also the woman with a good educational background. For her the problem of preparing to re-enter the labour force, though different, is not less than for the one who has had little schooling. In her mature years the educated woman may want to become a social worker, a teacher or a librarian or to enter some other profession. If she has had previous training and experience in the occupation of her present choice she would profit by a refresher course. Otherwise she will need to make a completely fresh start. In recent years there has been wider recognition of the value of this mature woman's potential contribution to society, but much more could and should be done to adapt training facilities to enable the most fruitful use of her abilities and experience.

Take teacher training as an example. It is generally agreed that a woman who has brought up her own family, if she has a

^{*}Royal Commission on Canada's Economic Prospects, November 1957, p. 110.

bent for teaching, has a great deal to give to a new generation. Yet even with a serious shortage of qualified teachers, little has been done in Canada to enlist such women for the profession. The program developed in a number of American states to recruit and train mature women university graduates to supplement the teaching force might well be given more serious consideration in this country. Similarly, greater effort should be made to recruit and train mature women for other professions, perhaps especially in the social field.

A recent study made by the Bureau of Employment Security of the United States Department of Labor showed that older unemployed women were much less likely than men to have a skill or profession. Most of the unemployed older women had come from semi-skilled, service and clerical jobs. On the other hand, the older women job seekers had more years of schooling than the men.*

It is reasonable to assume that a similar situation exists in Canada. For instance, only 30 per cent of the women in the recent Women's Bureau survey of married women working for pay had had any vocational training and most of these were in stenography, nursing and teaching. Because of their need of morale as well as of skills, a training program for the women we have in mind would need to be designed to their particular needs. One of the problems, of course, is to discover how many require training. There is the "seeking work" figure, i.e., the difference between the total labour force and the number of job holders. In 1948 for the group from 45 to 64 this figure stood at 1,000, but in June of this year it had risen to 9,000. Of course, not all of these would be candidates for training, but it is reasonable to assume that lack of needed skills to fill available jobs was one of the reasons why these considerable numbers of women were unemployed. This is, however, by no means a satisfactory estimate of the need, either present or future, of training facilities for this group.

A sample survey of persons registered at NES offices might be a useful means of finding out what proportion would benefit from training or re-training. On the face of it this would appear to be a sensible procedure, something that might profitably be undertaken. It is doubtful, however, whether such a survey would furnish an accurate assessment of the training needs of married women who are interested in return-

ing to gainful work, because only a small proportion of these women register with the National Employment Service.

Therefore, without awaiting the results of surveys which need and indeed ought to be made, it would be fruitful to proceed in several other ways:

1. Of first importance would be the setting up of some pilot projects for the training and placement of mature women. In any such schemes there are certain principles that should be observed:

(i) These experiments should combine both counselling and training. Indeed in a very real sense counselling is, if possible, the more fundamental of the two aspects, since these women need morale and realistic information about employment opportunities.

(ii) It is essential that training be provided for occupations in which job opportunities are available. In most cases it would be practical to relate training plans to the kinds of jobs that women of this age group now fill. In determining the courses to be offered, including the content, close contact should be maintained with local employers. This liaison might be achieved through the co-operation of NES local offices and advisory committees for each type of course.

(iii) Trainees must be carefully selected; applicants who could not meet training or employment standards should be rejected. Some might be suited to other types of training.

(iv) Since people are being prepared for employment, the standards of performance required of the trainees should be adequate. Consideration of attitudes to work and general conduct on the job should be included in the content of all courses. For women of this age and background short intensive courses are usually preferable to long training.

(v) Classes should be kept small and free of rigidity so that trainees may be given sufficient individual attention to enable them to progress, each at her own pace.

(vi) Individual personality and ability should be taken into careful consideration in relation to job placement; the project supervisor or teacher will therefore be a key person in all placements.

2. An inventory should be made of existing training plans and programs to which, according to their previous skills and experience, women of this group might be directed. This information should then be kept up to date and given circulation through appropriate agencies and organizations.

*United States Department of Labor, Bureau of Employment Security. Older Worker Adjustment to Labor Market Practices, September 1956.

3. Serious consideration should be given to the question of special training for mature women qualified to enter the teaching profession.

4. Special services of educational and vocational guidance should be made available for women with more advanced education, some of whom have not had working experience, to direct them into further education in preparation for employment.

It is worth noting that a number of women's organizations, especially Business and Professional Women's Clubs and several of the women's service clubs, have shown considerable interest in this problem. In the United States in several cases such organizations have taken the initiative in setting up courses. In Canada their co-operation could be depended upon, and with their help more could be achieved. While the initiative belongs to the Departments of Education and Labour, some original stimulus from the women, perhaps through the National Council of Women, which

brings together so many women's organizations, would help to get things moving.

The task envisaged is not a small one and it is urgent. It involves special provision for a particular group but at the same time it should be considered part of an adequate total program of vocational education. In this perspective a comment from the Second Report of the United Kingdom National Advisory Committee on the Employment of Older Men and Women, published in London in December 1955, is relevant:

We should like to suggest that some of the problems of the employment and training of men and women in later life might be more readily solved by a broader approach to the type of training to be given them at the beginning of their working life. Too narrow and specialized basic training may lead to considerable employment difficulties in later life.

We need a program to meet an urgent and growing problem of the present and at the same time the kind of total planning that will obviate that problem in the future.

National Advisory Committee on Rehabilitation of Disabled Persons

National Co-ordinator declares Department's aim is the rehabilitation of 7,000 to 8,000 disabled persons each year. Committee recommends expansion of National Employment Service's special placement service

The Department of Labour was aiming at the rehabilitation of from 7,000 to 8,000 disabled persons in Canada each year, members of the National Advisory Committee on the Rehabilitation of Disabled Persons were told at a two-day meeting in October. Ian Campbell, National Co-ordinator of Civilian Rehabilitation, said one of the purposes of the meeting was to advise on ways of reaching this total.

The 25-man committee—made up of representatives of various groups interested in rehabilitation, including voluntary health and welfare agencies, the medical profession, employers, organized labour, universities, provincial governments, and the federal Departments of Labour, Health and Welfare, and Veterans Affairs—discussed provincial rehabilitation reports, vocational training, medical rehabilitation and grants, placement of the handicapped, co-ordination agreements, publicity and education, and resolutions.

Hon. Michael Starr, Minister of Labour, opened the meeting. "We in Canada must regard our manpower as our most precious asset," he told the committee members, "so that anything that will assist the disabled to rise above their disability and to make their full contribution to the nation receives my full support." In advancing to greater prosperity, Canada will need the contribution of the skills of all her people, he added.

Mr. Campbell in his address to the Committee quoted figures covering one group of 1,055 successfully rehabilitated persons in Canada. Before rehabilitation 831 of this group were dependent upon their families or public assistance for their support.

Their maintenance, and that of their 821 dependents, had cost about \$950,000 annually. During their first year of employment this same group earned more than \$1,800,000.

A 1951 survey by the Department of National Health and Welfare, Mr. Camp-

bell said, had shown about 200,000 seriously disabled Canadians in the working age group were unable to contribute to their support. Many of these had since been restored to usefulness through developing rehabilitation programs. But the majority were still dependent.

If modern knowledge of rehabilitation could have been applied to these people at an earlier age, many more would now be self-sufficient.

The whole process of rehabilitation was always more effective when rehabilitation services were provided to the seriously disabled individual as soon as a disability occurred. For this reason, Mr. Campbell said, the need for improved methods of finding cases in hospitals and institutions was indicated.

As their rehabilitation services developed the provinces were gradually making greater use of the federal financial assistance offered, Mr. Campbell reported.

Under the Co-ordination of Rehabilitation of Disabled Persons Agreements, he announced, the amounts spent by the provinces and shared by the federal Government had risen from \$25,720 in 1953-54 to \$149,960 in 1957-58. In the current fiscal year the provinces had estimated they might spend \$260,000.

The federal and provincial funds spent on vocational training for disabled persons had risen from \$44,000 in 1954 to \$540,000 in 1957. The provinces estimated that this year they may spend \$681,000 for vocational training in rehabilitation.

Mr. Campbell said the federal share of the money spent under the Medical Rehabilitation Grant had risen from about \$58,000 in 1953 to about \$633,000 in 1957.

At the end of the two-day meeting, the Committee adopted a resolution recommending expansion of the National Employment Service to provide a more adequate placement service for disabled persons who have benefited from a rehabilitation program. Placement in employment of such persons is a vital part of a rehabilitation program and the NES is not at present adequately staffed to provide this service, the resolution declared.

The resolution was an amended version of one presented by G. Wilfred Crandemire, Provincial Co-ordinator of Rehabilitation for New Brunswick.

"Recognizing the basic responsibility of provincial rehabilitation authorities to follow through the rehabilitation process to a successful conclusion," the resolution also recommended that the provincial authorities and the NES work out a co-operative arrangement for this purpose.

Because an expanding and co-ordinated rehabilitation program requires larger funds, the Committee recommended in the same resolution that the existing federal grants be increased and be made sufficiently flexible to allow for the financing of the training of professional and technical personnel, and the employment of all necessary professional staff.

The next meeting of the Committee is scheduled for March 2 and 3, 1959.

Protest "Watering Down" of Co-determination

Some trade union leaders in West Germany have recently lodged protests against an alleged "watering down" of the co-determination idea.

Public understanding of the problems involved is complicated by the fact that there are three different systems of co-determination in the Federal Republic.

Co-determination—the demand for labour representation on managing boards—was first put forward in 1948 when German unions called for the "full co-determination of the unions in all organs of the economic order" (L.G., 1952, p. 1173).

In 1951 (L.G., 1951, p. 708), co-determination was enacted for all German corporations in coal mining and steel making.

The 1951 law provides an equal representation of labour and stock-owners on the company's board of directors. The labour members of the board are mostly union officials not belonging to the firm's staff, with only the minority being selected from the firm's employees.

Another union official, the so-called "labour manager" or "labour director," is placed within the tripartite management of each company.

In 1956, a similar law covering holding companies controlling and combining various coal-mining and steel companies was enacted. In this case only a minority of the boards' labour members are to be outside union officials; the majority is to come from the firm's personnel.

The third type of co-determination was introduced in 1952, covering all firms with five or more employees and all incorporated companies outside of coal and steel. In this case, an act provides for employees' works councils. These have a voice in all decisions affecting social and employment conditions. Also, one third of each company's board of directors has to consist of labour representatives, predominantly employees of the company.

37th Convention of Canadian and Catholic Confederation of Labour

CCCL decides to continue meetings with Canadian Labour Congress with view to negotiating affiliation with status of national union. Roger Mathieu elected General President to succeed retiring Gérard Picard

The Canadian and Catholic Confederation of Labour has decided to continue its meetings with the Canadian Labour Congress with a view to negotiating affiliation with the status of a national union. This decision, reached only after two days of discussion, was the most important decision made at the 37th convention, held in Montreal from September 14 to 20.

Setting aside the question of terms, the delegates, numbering about 525, gave the bargaining committee a free hand, laying down only one condition: the safeguarding of union freedoms.

The whole convention was dominated by this problem of affiliation and by the problem of choosing a new General President. Certain subjects which had formed the subject of lengthy debate in the past, such as the question of political action and that of the structural reform of the CCCL, were scarcely mentioned.

Roger Mathieu, of the Montreal Journalists' Syndicate, who was also 2nd Vice-president of the CCCL, was chosen to succeed Gérard Picard, another newspaperman, who did not allow his name to stand. Jean Marchand was re-elected Secretary but the convention chose a new Treasurer: René Bélanger, President of the Federation of Employees of Municipal and School Corporations.

In his last report to the convention, the retiring President brought up the problem of union freedom and security in Canada. He also dealt with the question of the confessional nature of the CCCL, which led the delegates to authorize the Confederated Bureau to come to a decision after consulting the Quebec Episcopate.

The convention also took a stand against any affiliation with a political party, protested against wage rates and working conditions in Quebec hospitals, and decided to set up a fund for the purpose of establishing a permanent trade union training centre.

At a mass sung for the convention of delegates, His Eminence Cardinal Paul Emile Léger, Archbishop of Montreal, delivered a sermon denouncing the evil of unemployment.

Opening of the Convention

More than 525 accredited delegates, the largest number ever assembled in the history of the CCCL, attended the opening of the convention on Sunday, September 14.

The General President's moral report was read (see below) and a number of guests addressed the meeting. The presence of Roger Provost, President of the Quebec Federation of Labour (CLC), attracted special notice.

The representative of the provincial Government, Donat Quimper, Assistant Deputy Minister of Labour, emphasized the imposing number of collective agreements signed this year and the proportionally small number of strikes. Of some 1,800 collective agreements signed during the year, he said, about 900 went through the conciliation stage, some 200 got as far as the arbitration stage and only about 20 ended in a strike.

Mr. Provost, having reminded his listeners that relations between the CCCL and the QFL have been closer since the strike at Murdochville, said that he hoped for labour unity without abdication. A third union philosophy should result from this unity, he said, more Canadian than the philosophy of the CLC has been in the past. This new union philosophy, he added, must go beyond purely economic bounds.

In closing, the President of the QFL urged the delegates to continue to study eventual affiliation objectively.

The President of the Montreal Central Council, Horace Laverdure, officially welcomed the delegates.

General President's Report

In a 40-page report, the retiring General President dealt exhaustively with the subject of trade union freedom and labour unity in Canada.

"Could trade-union freedom exist within a single labour congress in Canada," Mr. Picard asked, "or must we maintain several different congresses, independent of each other, as a guarantee of such trade union freedom?"

Tribute to Gérard Picard

A spontaneous and moving tribute was paid at the close of the convention to Gérard Picard, retiring as CCCL General President.

Before bringing the convention to a close, the new President, Roger Mathieu, stated that he would devote himself entirely to his duties but doubted that he could discharge the weighty responsibilities assumed by Mr. Picard over the years.

Philippe Girard, on behalf of the delegates and the workers of Quebec, recalled the progress made by the Confederation under Mr. Picard's direction.

The General Secretary and the General Chaplain also paid a spontaneous tribute of gratitude to the man who, for 24 years, held responsible positions within the CCCL.

At an informal party held the day before, Jacques Archambault, President of the CCCL's Organizers' Syndicate, emphasized the close relationship that had always existed between the outgoing President and the Syndicate, and presented Mr. Picard with a purse.

During the week preceding the CCCL Convention, Mr. Picard was elected President of the National Metal Trades Federation, replacing Adrien Plourde, who was named Secretary of the Federation.



One newspaperman has succeeded another as General President of the CCCL. Here Gerard Picard (left) offers his congratulations to his successor, Roger Mathieu

In search of a reply, he recalled that trade union freedom is a particular aspect of freedom of association for legitimate purposes. It is based, he said, on "the natural right of both employers and employees to organize the union of their choice without asking any one's permission."

Mr. Picard pointed out that Canada has ratified neither the ILO Freedom of Association and Protection of the Right to Organize Convention (No. 87) nor the Right to Organize and Collective Bargaining Convention (No. 98).

The Canadian Government has periodically explained to the ILO that it could not ratify such Conventions because they deal with matters under provincial jurisdiction, by virtue of the Canadian constitution, but that, substantially, the principles and criteria included in the Conventions are well respected both in Ottawa and the provinces. Quite a dilemma! How can we get out of it?

This led him to recommend strongly that Canada send a complete delegation to the International Labour Conference, which he said had not been done since 1919, and to invite the 10 provinces each to send a technical adviser along as members of the governmental group.

The provinces in turn could authorize the Government of Canada to sign in both its name and theirs international conventions dealing with matters under mixed or provincial jurisdiction. A federal country such as Canada must find a way out of its incapacity in relation to international organizations like the ILO, where we should be in a position to face our responsibilities in the best interest of both our people and of world peace.

Mr. Picard then went on to give an historical review of the Canadian trade union system, an analysis of anti-discrimination legislation and a description of the simultaneous existence of majority and minority certificates in certain industries. He ended with a study of labour unity in Canada.

Mr. Picard summed up as follows the advances made by the CCCL in the field of labour unity:

It appears clearly from the decisions of its last conventions, that the CCCL gave up the idea of maintaining the *status quo*, put aside the hope of protecting its integrity on a permanent basis by way of cartels, because the CCCL would be the only party to profit from such agreements and the other groups knew it, realized since 1955-56 that it would not be realistic to proceed with establishment of another genuinely Canadian congress with the help of other national unions, chose to examine the possibility of affiliation with the CLC, and did not advance any further.

The retiring President concluded with a quotation from John Price, once an officer of the TUC and now Secretary of the Industries' Commission of the ILO: "Trade unions are not only asserting that Labour has a right to its wages but they insist that workers should become the respected members of a great community. This belief is based on the value of the person and their aim is to make it possible for the individual to enjoy his rights and freedom and to fulfill his obligations towards his fellow men in a democratic society."

Cardinal Léger

"The struggle against unemployment must be carried on energetically, and must constitute one of the principal objectives of economic policy," said His Eminence Cardinal Paul Emile Léger, Archbishop of Montreal, in his charge to the delegates. The cardinal specified that solutions for unemployment remain incomplete so long as a fair concept of the economy, aimed at satisfying human needs, has not been reached.

Cardinal Leger addressed the delegates at a mass celebrated for them in Montreal's cathedral.

His Eminence reminded them that a guided economy is not only possible but necessary. Constant co-operation is needed, he pointed out, on the part of all the agents of economic life, but in order to make this co-operation possible, the workers must assume their share of responsibility, through their associations, in controlling the national economy.

The prelate also stressed the rôle of the Government.

"It is up to individuals and intermediate groups in the first place," he said, "to accept all their responsibilities. However, since it is evident that in this matter, in spite of all their ingenuity, they cannot solve the problem of unemployment by themselves, the public authorities must intervene to stimulate their efforts and complete their activities."

Report of Confederal Bureau

General Secretary Jean Marchand, presenting a detailed report on the activities of the CCCL during the past year, emphasized in particular the effects of unemployment in the province of Quebec, which, he said, has had "its worst year since the depression in the thirties".

According to the General Secretary, the main cause of this situation is "an economic system which ignores the human being and considers only private interests".

Mr. Marchand also gave a summary of the briefs submitted by the CCCL to the provincial and federal Governments.

Education Service

The CCCL decided to set up a special fund to be placed at the disposal of the Education Service for the purpose of establishing a permanent union training centre.

Over a period of five years starting this year, an annual subscription of \$5,000 will be paid into this fund.

Membership

According to statistics reported by the General Secretary, the CCCL membership dropped to 98,038 on May 31, 1958, a decrease of 1,919 since June 1, 1957. Mr. Marchand blamed unemployment

for this decrease, which was particularly felt among metal and textile workers.

On the other hand, the number of syndicates affiliated to the CCCL is on the increase, having risen to 451 from 442.

Federations	Number of Syndicates	Change	Membership	Change
Barbers & Hairdressers	14	—	590	—
Building Workers	68	—	21,362	+ 876
Woodworkers	22	+1	3,317	+ 22
Commerce Employees	20	-1	3,362	- 208
Municipal & School Corp. Workers	57	+2	6,219	+ 216
Leather & Shoe Workers	13	-2	4,216	- 145
Printing Trades	25	-1	4,585	- 5
Mining Industry Employees	11	+1	4,696	- 150
Metal Workers	37	-2	14,113	-1,748
Pulp and Paper Workers	37	-1	7,770	- 24
Services	34	+5	6,943	+ 182
Textile Workers	24	—	7,528	-1,107
Clothing Workers	29	+3	5,459	- 147
Chemical Workers	9	-1	3,058	- 130
Directly affiliated	51	+5	4,920	+ 449
Totals	451	+9	98,039	-1,919

The plan to set up a permanent union training centre was put forward by Fernand Jolicœur, Director of the Education Service, and his assistant, Jean Paul Lefebvre.

Such a centre, it was pointed out, has proved necessary for the carrying on of union education. Thanks to the participation of affiliated organizations, the construction of a \$100,000 building is foreseen.

The convention also decided to set up a Political Education Committee whose task it will be to offer guidance to the Education Service and the regional educational committees with regard to the contents and techniques of the movement's political education programs.

This committee will consist of two members chosen by the CCCL Executive Committee from its own membership, three members appointed by the Confederal Bureau and two CCCL organizers.

The convention also authorized the Confederal Bureau to support any political action decided upon on the regional level, with the exception of partisan political action.

Finally, in the realm of education, a committee is to be set up which will inquire into the requirements of industry with regard to education and prepare a brief for presentation to the proper authorities.

Organization Service

According to Amédée Daigle, Director of the Organization Service, the organizing of non-union workers is becoming more and more difficult.

"As far as the workers are concerned," he explained, "unemployment is making them more and more careful, and they are not prepared to run the risk of losing their jobs. Furthermore, the employers are still hostile and the Board (Quebec Labour Relations Board) is showing more and more ill will in its attitude towards us."

White-Collar Workers

As an appendix to the Organization Service report, Jean Robert Gauthier, technical adviser specializing in the "white-collar workers" division, presented a report on organizing in this field.

Mr. Gauthier submitted the following findings:

(a) From 10 to 15 per cent of those white-collar workers who can be organized in Canada and the United States have been reached by union organization;

(b) Civil service groups show great psychological permeability to union activity, but there are legal obstacles to unionization on the provincial and federal levels: union action must respect the values of the class

Workers' Song

At the convention, the CCCL's Education Service announced the names of the winners in its first competition for a workers' song.

This competition, open to all Canadian citizens, was divided into two classes—Class A for words and music and Class B for words only.

René Tournier of Montreal won the first prize in Class A (\$200) for his work entitled "March of the Canadian Workers". The second prize in this class (\$100) went to Lucien Hétu, also of Montreal, for his song entitled "March of the Workers".

Four prizes of \$50 each were awarded in Class B; these went to Miss Irma Allard of Montreal, Paul M. Gauthier of Montreal, Mrs. Aimé Nadeau of Thetford Mines, and Jean Paul Robillard of Ville St. Laurent. Only the last-named is a member of the CCCL.

concerned: respect for the hierarchical set-up of public office, loyalty to the public service, prestige of professional positions, etc.

(c) White-collar workers in economic concerns are less permeable to union activity than civil servants, but their sociological conditions favour such action, which must, however, spring from the deep-seated aspirations of their class; economic promotion through advancement in the hierarchy of the concern, maintenance of the dignity of office work;

(d) Organization among salespeople is centred in an individualistic psychological tendency, created by the personal success of the salesman himself, which may be an impediment to union activity, although salespeople do not show any deep-seated opposition to such activity;

(e) The type of concern involved conditions the success of union activity in both cases; if the size of the concern is such that it favours the identification of employers and employees, union organization has less chance of success; if the concern grows, and work is parcelled out, the chances of unionization increase;

(f) Professional and technical groups show a dynamic tendency to become unionized, even within their existing framework;

(g) All union activity in middle class circles must be clearly identified with the underlying interests of the group, must espouse its cause and must enlarge and improve on that which forms the essence of labour, in its actual provisions.

General Chaplain's Message

Rev. Canon Henri Pichette, General Chaplain of the CCCL, called on the delegates to consider the problem of affiliation "in an atmosphere of understanding, tolerance and charity".

He also took advantage of his traditional message to justify present union security clauses.

Reminding his listeners that the question of affiliation of the CCCL with the CLC has been under consideration for a number of years now, Canon Pichette attempted to "dissipate a current misunderstanding with regard to discretion". He specified:

It is a fatal mistake to think that discretion invariably counsels opposition to progress or marking time, inaction or entrenchment in comfortable positions... Discretion commits a man of action to seek and to choose the best means, under the circumstances, for attaining his objectives... Discretion commits you first of all to take all possible steps to have consideration and discussion of this problem carried on in an atmosphere favouring objectivity.

Pointing out that the convention considered chiefly the terms of a possible future agreement with the CLC, Canon Pichette called to mind that it is important to know "on what conditions you agree to make your contribution to the Canadian labour movement and what guarantees are offered you for respect of your integrity and of your own characteristics".

He added that it is not always sufficient to evoke the general advantages of the unity of organized workers.

"Those bodies affiliated with the CCCL which feel the need to form alliances less than the others do are justified in demanding more complete explanations concerning the 'wherefores' of affiliation," he said.

The General Chaplain also dealt at length with freedom and its application to trade-unionism. "The external freedoms claimed, such as the freedom of association, the right to vote, freedom of speech, etc., are nothing but conditions which enable us to act as free men," he explained.

He stressed the fact that "our labour movement grew up under the capitalist system, and its characteristics and arrangements cannot be understood unless we know what abuses it was meant to correct".

The Canon stated that the workers, in attempting to guarantee and protect their freedom of association before their employers, have also tried, through contractual clauses, to ensure the participation and cohesion of the workers.

This meant, he said, the appearance and development of union security clauses, which have given rise to a great many

protests. Strangely enough, it was often the employers who made themselves the grand champions of the freedom of their employees with regard to their union. The arguments put forward are generally based on an individualistic concept of freedom, which recognizes no responsibility on the part of the worker towards the organized group and no obligation for solidarity towards the community of labour. No relationship has been established between the right to work and union duty and the fact has been overlooked that Christian ethics not only demanded freedom of association but recalled the workers' obligation to participate in union life.

Canon Pichette continued as follows:

Theologians who have had to examine present union security clauses have taken their stand on this duty in order to justify such clauses. So these clauses have nothing in themselves which is contrary to ethics or violates the freedom of the workers. May I emphasize the fact, however, that they should not be intended to replace efforts made to convince the workers, by persuasion, of their duties and obligations. Compulsion can never be justified unless an attempt is made beforehand or at the same time to have the workers join their union of their free will, once they have understood the situation.

Canon Pichette acknowledged that these clauses may have given rise to certain abuses, but he specified that it is not admissible to contest them "in the name of ethics and of freedom".

Affiliation with the CLC

The convention instructed the CCCL's labour unity committee to meet the representatives of the Canadian Labour Congress for the purpose of negotiating affiliation with the status of a national union.

The delegates gave the 15-member bargaining committee a free hand. The only condition laid down had to do with the "safeguarding of union freedoms".

This resolution, which was carried unanimously, was moved by André Roy, President of the Quebec Central Council, and seconded by the retiring General President.

It read as follows:

That the CCCL Convention instruct its Labour Unity Committee to meet the representatives of the CLC in order to negotiate the affiliation of the CCCL with the CLC, with the status of a national union;

That the Committee have all the latitude to carry on the said negotiations, subject to the safeguarding of trade union freedoms;

That the Committee submit at the next CCCL Convention a report of its discussions.

Coming after a long and acrimonious commission debate, the unanimous adoption of this resolution was a surprise. It was due to the fact that the resolution made a clean sweep of the conditions to be laid down



Roger Provost, President of the Quebec Federation of Labour (CLC), was a guest at the CCCL convention. In his remarks to the delegates he urged the CCCL to continue discussions towards affiliation. Pictured (left to right) are: Jean Marchand, CCCL General Secretary; Gerard Picard, retiring President; Mr. Provost; and Donat Quimper, Assistant Deputy Minister of Labour of the Province of Quebec

for eventual affiliation, simply concurring in the principle of affiliation and thus giving a free hand to the bargaining committee.

Terms and conditions will come to the fore again at the 1959 convention, when the labour unity committee will present its report.

The commission discussion was brought about by the affiliation plan submitted by Mr. Picard in his moral report as a possible basis for discussion. Dealing with the question of terms, the discussion was not only lengthy but sometimes acrid.

The moment the general assembly which was to study the question of affiliation opened, the General Chaplain and the General President made a point of appealing for calm, serious consideration and a spirit of charity. But when Mr. Roy submitted his draft resolution, amending the recommendation of the commission's report, there was immediate unanimity and Mr. Picard lost no time in seconding the motion.

Roger Mathieu, taking part in the discussion for the first time, made it clear that he was not in favour of affiliation "on any condition" but pleaded in favour of continuing negotiations with the CLC. Philippe Girard also stressed the need of "attaining unity within the CCCL". He

laid emphasis on the education of the members in this respect, stating that it is impossible "to change a person's mentality by means of a convention resolution".

The convention then appointed the following 15 members to make up the labour unity committee: René Gosselin, Jean Marchand, Armand Morin, André Roy, Camille Larocque, Roger Mathieu, Gérard Picard, S. Ted Payne, Angelo Forte, René Bélanger, Jean Noël Godin, Adalbert April, James McCulloch, Adrien Plourde and Donat Gauthier.

Confessional Nature of the CCCL

The Confederal Bureau was authorized to come to a decision, after consulting the Episcopate of the province of Quebec, concerning the confessional nature of the CCCL.

The retiring President pointed out in his report that the use of the word "Catholic" in the title of the CCCL lends itself to misunderstanding and is not expressive of reality.

He also emphasized the fact that, even if no reference is made to the social doctrine of the Church, this does not in any way, within the framework of the present set-up,

Roger Mathieu

The new General President of the CCCL was born in Montmorency, near Quebec City, on July 8, 1921. The following year his family moved to the provincial capital, where he received his elementary education.

Born of a working-class family (his father, Donat Mathieu, now retired, worked for the Quebec Power Co.), Mr. Mathieu made his entry into the labour world as a store clerk. And it was through the *Jeunesse Ouvrière Catholique* (Young Catholic Workers) that he was initiated into social work. Mr. Mathieu became a member of the *J.O.C.* in 1936 and successively held the posts of local President and Federal Secretary for the Diocese of Quebec.

In 1941 he moved from Quebec to Montreal, where he became Secretary and then National President of the *J.O.C.* In 1944 Mr. Mathieu went to work at the Ford and Godfredson plants in Windsor, Ont.

Returning to Montreal in 1946, he entered the service of the French daily newspaper *La Presse* as a labour reporter, a post he held for six years until he was named assistant news editor.

Mr. Mathieu became a member of the Montreal Journalists' Syndicate in 1946, and was President from 1951 to 1958.

In 1955 he was elected President of the Montreal Central Council of the National Syndicates, a post he held for one year, and 2nd Vice President of the CCCL, which he remained until he was elected President.

Elected by the Montreal Central Council of the National Syndicates, Mr. Mathieu has sat on the Montreal Municipal Council (Class C) since the fall of 1957.

Mr. Mathieu travelled in most of the Western European countries in 1945 as a delegate of the *J.O.C.* In 1946 he visited the United States and Mexico. He spent the early summer of 1958 in Europe as adviser to the Canadian worker delegate at the International Labour Conference and CCCL delegate to the International Confederation of Free Trade Unions convention.

prevent "adherence, in the CCCL's statement of principles, to the supremacy of spiritual values and the supernatural purpose of man".

During the discussion, conducted largely by S. Ted Payne, Vice-president of the National Metal Trades Federation, it was

pointed out that the question of professionalism had come up in connection with the Quebec co-operatives, and that they had decided against it, after consulting the Episcopate.

A brief is being prepared on the subject and should be submitted shortly.

Those in favour of giving up the CCCL's religious connection referred, among other things, to the necessity of having a constitution applicable on the national level, to changes in the legal, demographic and democratic context, and, finally, to the need to be in order with anti-discriminatory legislation.

Mr. Payne urged that a report be made at the next convention.

Political Action

The question of political action, discussed at length at recent conventions, was not taken up this year.

Two resolutions, one of which suggested considering the advisability of adhering or not to the setting up of a Canadian political party, and the second recommending "acceptance of the invitation of the Social Democratic party to participate in studying the possibility of setting up a new and really democratic Canadian political party," were rejected by the Resolutions Committee.

The Committee recommended that the delegates abide by the present provisions of the CCCL constitution providing for the setting up of a political guidance committee (see "Education Service" above) but expressly forbidding any group to affiliate itself with a political party or the CCCL to support such a party.

Unemployment Insurance

The convention came out in favour of higher unemployment insurance benefits, ensuring weekly payments of at least \$30 to unemployed persons with dependents and \$20 to the unmarried worker, but took a strong stand against any attempt to make a strike fund out of the unemployment insurance fund.

Objecting to a resolution which called for the payment of benefits to workers taking part in an industrial dispute, Jean Marchand denounced the tendency to extend benefits to "non-insurable classes".

Recalling the purpose of the Act, the General Secretary stressed the fact that the unemployment insurance fund should not be used as a strike fund.

"If the Government wants to hand out subsidies," he said, "it should not take them from a fund made up of contributions from insured persons."

The convention also requested:

—That every unemployed worker who decides to specialize in a trade should be able to draw benefits as long as his courses last;

—That disqualification of a claimant who has left his job voluntarily be limited to two weeks;

—That the annual waiting period be abolished;

—That benefits be paid throughout the unemployment period;

—That Unemployment Insurance Commission offices be opened on the North Shore and at Donnacona, and that the Montreal offices be enlarged.

In calling for increased benefits, Michel Chartrand stated that the average amount of benefits collected by unemployed fathers of families last winter in Montreal was \$20.

Hospitals

The convention asked for a public inquiry into Quebec hospitals with a view to putting an end to what it termed "a good many anomalies". It specifically requested:

1. A breakdown of the costs of hospitalization and of medical and surgical treatment;

2. Study of the spread between the cost of hospitalization "per day" and the wages paid the employees;

3. Study and analysis of the nature and quality of the care given hospital patients;

4. Study and analysis of the stability of employment and of the output of the employees.

Jacques Archambault, technical adviser to the Services Federation, stated that the average weekly wage of all employees of the hospitals is \$34.25 and that of male workers \$40.

He also protested against the constant turnover of staff, which, in certain hospitals, may reach 400 per cent.

Mr. Archambault also criticized the fact that hospital workers are not protected by the Workmen's Compensation Act or the Unemployment Insurance Act.

Resolutions

Unemployment

Although it did not give rise to a full debate, the question of unemployment was brought up a number of times at the convention.

The delegates passed a resolution urging the federal Government to adopt a full employment policy. In addition, the delegates requested the Executive to bring pressure upon the federal Government to do something about the depression in Sorel. It was pointed out that more than 2,500



Roger Mathieu
New President of CCCL

workers were drawing unemployment benefits and that some 2,000 others had already exhausted theirs. This situation results mostly from a reduction in shipbuilding.

Natural Resources

The CCCL urgently requested the setting up of a Provincial Board of Economic Planning for the development of Quebec's natural resources.

A committee under the chairmanship of Jean Paul Robillard of the Montreal Journalists' Syndicate submitted a special resolution requesting a Board that would:

1. Look after the conservation of the province's natural resources and their rational development in the interests of the population;

2. Counsel the Government on the replacement of monopolies by State undertakings, under independent, socialized, co-operative or joint management control.

3. Promote the creation of industries for the processing of mining products.

Recognition of Communist China

An amendment to a resolution to promote world peace, calling on the Canadian Government to back the admission of Communist China to the United Nations, was voted down after a rather lively debate.

The original resolution which was adopted, urges the Canadian Government to participate in every peace-making activity

Strike at *La Presse*

The choice of Roger Mathieu of the Montreal Journalists' Syndicate as President of the CCCL caused a strike at his employer's establishment, the daily newspaper *La Presse*, when he was refused leave without pay for the duration of his term of office. Mr. Mathieu was assistant news editor.

La Presse, the largest French-language daily newspaper in America, with a daily circulation of more than 200,000, was not published for 12 days when members of other unions at the paper refused to cross the picket lines set up by the 78 journalists. Union members also published more than 100,000 copies of their own smaller daily newspaper.

The Journalists' Syndicate stated "that leave without pay for elected officers is a principle to which all unions adhere because it is related to the right of organization and to the free choice of officers."

The strike ended on the twelfth day, when management recognized the merits of the journalists' contention and granted Mr. Mathieu leave without pay.

throughout the world "without being influenced by those powers which think more of their prestige than of establishing and upholding peace".

Jean Paul Robillard of the Montreal Journalists' Syndicate sought to have this resolution amended so as to ask the Government to recognize Communist China and not pursue "the United States' policy of force to prevent the islands of Matsuo and Quemoy from passing into Communist Chinese hands".

Nuclear Weapons

A resolution recommending the ending of nuclear tests was turned down when several delegates, including the General Secretary, emphasized the complexity of the problem and the need "to defend ourselves".

The original resolution expressed the wish that Canada should not participate in nuclear tests. Instead of this, the delegates favoured an end to the use of nuclear weapons for military purposes.

Michel Chartrand, however, objected to any kind of nuclear tests. "I should prefer being under a Communist regime than winning because we used arms like that," he said.

Shipping

The convention expressed opposition to upholding the shipping agreement which enables Commonwealth countries to carry

on, without restriction, coastal shipping in territorial waters of other member countries.

This resolution was immediately sent to the Canadian delegation to the Commonwealth Economic Conference being held in Montreal at the same time.

The resolution, moved by the shipyard workers' section of the National Metal Trades Federation, set forth the following reasons: the agreement is prejudicial to the economic and social well-being of Canadian workers in the merchant navy; the devaluation of foreign currencies increases the advantages of vessels registered in other parts of the Commonwealth; and the opening of the St. Lawrence Seaway will only add to an already serious situation.

Natural Gas

The convention also requested a public inquiry into the sale of the natural gas distribution system to the Quebec Natural Gas Corporation.

The delegates adopted an amendment put forward by the General Secretary to:

1. Censure the provincial Government for making the sale;
2. Call for a Royal Commission inquiry into the negotiations and transactions that led to this sale;
3. Demand the resignation of the Ministers named in the scandal;
4. Insist on repurchase of the gas system by Quebec Hydro.

Biennial Convention

The delegates rejected a recommendation by the National Federation of Employees of Municipal and School Corporations that called for the holding of conventions every two years only.

There was no debate from the floor but the delegates agreed to the Constitution Committee's recommendation, which termed the resolution "unpractical".

Other Resolutions

The convention also studied a number of problems with a view to making recommendations either to the federal or the provincial Government. Thus the CCCL requested:

—That all employees of a firm be made to pay union dues when they enjoy the benefits of a collective agreement, since the certificate of recognition obliges the union to represent all the employees;

—That the Unemployment Insurance Act be amended so that days when an employee is absent from work due to an industrial accident may be considered as working days under the Act;

—That family allowances be paid to all children attending school irrespective of age,



The CCCL Executive for the coming year (left to right): 5th Vice-president Angelo Forte, 7th Vice-president Miss Jeanne Duval, 4th Vice-president Adrien Plourde, General Secretary Jean Marchand, 3rd Vice-president Rosario Gosselin, General President Roger Mathieu, 2nd Vice-president Horace Laverdure, Treasurer René Bélanger, 6th Vice-president Daniel Lessard, 1st Vice-president René Gosselin, and Canon Henri Pichette, General Chaplain of the Confederation

and that the income tax deduction for the upkeep of a child be \$400 after age 16;

—That in the case of workers in industries considered seasonal the income tax deduction at the source be made on 80 per cent of income only;

—That the necessary steps be continued concerning the immediate participation of the province of Quebec in the national health insurance program.

—That the Dominion Bureau of Statistics publish detailed data for all cities and towns in the province;

—That protests be made against any increase in rates by the Bell Telephone Company;

—That water and electricity services be maintained in cases of non-payment due to unemployment or illness;

—That the maximum penalty payable under the Combines Investigation Act be raised from \$10,000 to \$1,000,000;

—That the minimum wage rate in the province of Quebec be increased to \$1.25 an hour for all classes of workers.

Elections

Roger Mathieu, Montreal Journalists' Syndicate and second Vice-president of the CCCL, was elected General President, succeeding Gérard Picard, who resigned. He

defeated his sole opponent, René Gosselin, President of the National Textile Federation and first Vice-president of the CCCL, who was re-elected to this same position.

Mr. Picard, General Secretary of the CCCL from 1934 to 1946 and General President since 1946, announced a year ago that he would not seek re-election. A week before the CCCL convention, he accepted the presidency of the 14,000-member National Metal Trades Federation. He will also act as technical adviser to this Federation.

Jean Marchand, General Secretary, was re-elected for an eleventh term.

The CCCL also elected a new Treasurer in the person of René Bélanger of Quebec, President of the National Federation of Employees of Municipal and School Corporations. Mr. Bélanger ran against J. Emile Hébert, who had held the post for three years.

Vice-presidents elected were: 1st Vice-president, René Gosselin, Granby, President of the National Textile Federation; 2nd Vice-president, Horace Laverdure, President of the Montreal Central Council of the National Syndicates; 3rd Vice-president, Rosario Gosselin, Quebec, President of the Federation of Building Workers; 4th Vice-president, Adrien Plourde, Arvida, Secre-

tary of the National Metal Trades Federation; 5th Vice-president, Angelo Forte, Montreal, Vice-president of the National Federation of Clothing Industry Workers; 6th Vice-president, Daniel Lessard, Thetford Mines, Secretary-Treasurer of the National Federation of Mining Industry Employees; and 7th Vice-president, Miss Jeanne Duval, President of the Montreal Hospital Service Employees' Syndicate.

Only Horace Laverdure and Rosario Goselin are new vice-presidents; they replace Roger Mathieu and Joseph Parent, respectively, who resigned.

The convention also chose the three members of the Professional Defence Fund Committee. They are: Armand Larivée, Asbestos, President; Philippe Boily, Jonquière, Vice-president; and Guy Thibodeau, Shawinigan Falls, Secretary-Treasurer.

Second Annual Convention of Ontario Federation of Labour

Statement on unemployment demands emergency program to provide jobs this winter, urges "more generous" unemployment insurance benefit and extension of benefit period. David Archer is elected President

Consideration of ways to offset expected excessive unemployment this winter; discussion of "insidious attacks" on organized labour in Canada; organization of the unorganized; and political action to give Labour a louder voice in the affairs of the country were among major items handled at the second annual convention of the Ontario Federation of Labour at Toronto, October 6, 7 and 8.

Labour's concern over unemployment was voiced in a special two-hour night session of the convention. More than a score of delegates from all parts of Ontario took the floor calling for action in the face of unemployment that threatens to exceed the March 1958 peak, "when 260,000—or 12 per cent—of Ontario workers were registered with the National Employment Service".

There were 694 delegates at the convention, representing 23 labour councils and 342 labour unions. By acclamation, they elected David Archer President of the Federation to succeed Cleve Kidd and returned Douglas Hamilton to the post of Secretary-Treasurer.

In unanimously approving a policy statement on unemployment, the delegates urged the federal Government to provide "more generous benefits under the Unemployment Insurance Act, easier provision for qualifying for benefits and extended periods during which benefits can be paid".

It was suggested the Ontario Government boost the scale of assistance payable under the Unemployment Relief Act, and introduce legislation that would prevent the eviction of jobless householders for non-payment of rent or mortgage payments.

As a long-term cure for the "boom and bust" pattern, organized labour will continue to press for a "nation-wide policy of planned public and private investment," the statement declared.

UAW delegates at the convention took the floor many times to urge that the labour movement itself make more active protests in the form of treks to Queen's Park and Ottawa. The trek to Ottawa by UAW workers in the spring was cited as an example.

Statement on Unemployment

A statement on unemployment that calls for an emergency program to provide jobs this winter was adopted after a debate lasting more than two hours. The statement declares that, in the longer term, all levels of government must adopt a full employment policy.

The Government is criticized for the "bankruptcy" of its policies "that can neither prevent a recession nor control it," for its urgings for restraint unaccompanied by efforts to control prices, and for its maintenance of a high interest policy.

"The Ontario Federation of Labour continues to be gravely concerned over the impact of unemployment on wage-earners and their families," the statement begins. Business conditions are improving but technological improvements have eliminated a great many jobs in industry, with the result that, except for seasonal changes, the employment situation has not yet shown any significant improvement, it continues.

"When seasonal layoffs are added to the already substantial level of unemployment, we may well find that the jobless totals will exceed those of last winter."

Although organized labour has repeatedly demanded swift and bold action of the senior government, now, as the economy begins to recover from the recession, "we find not only that unemployment is still a major problem but that our governments have made no serious effort to remedy it." The only government intervention has been modest increases in works programs and more liberal provisions for housing loans. Moreover, the federal Government's insistence on maintaining a high interest rate policy has discouraged new investment and has contributed to higher consumer prices.

Then the statement accuses some large employers of choosing this time to launch an anti-labour campaign and, in some cases, to force strikes or lockouts "in order to make Labour the scapegoat for high living costs and unemployment".

Government spokesmen have been urging restraint on the part of Labour and Management but have failed to point out that a rising wage level and increased consumer buying can make a dynamic contribution to economic recovery, the statement says. It is also significant that business or government have made no effort to reduce prices and so eliminate consumer demand.

The Government's concern not to interfere with private business is the cause of great individual hardship among working people, it adds.

Labour will continue to urge a nationwide policy of planned public and private investment, in order to ensure the orderly development of resources and to eliminate the "boom and bust" pattern, and will continue to demand fiscal and monetary policies whose main purpose will be the attainment of full employment.

"The immediate need, however, is for a stop-gap or 'crash' program to provide jobs for the thousands now out of work and for the thousands more who may be thrown out of work in the coming winter."

Unemployment of the same severity as last winter's would create even greater hardship this year because many workers now have little or no entitlement to unemployment insurance benefits, the statement points out.

To avert hardship, there must be an "unprecedented" flow of federal, provincial and municipal funds into projects that can be started without delay and carried on throughout the winter.

Such a program, which would stimulate activity in many industries, should be



David Archer
New OFL President

backed by direct aid to all other public enterprises that are in a position to provide additional employment, and should be accompanied by a reduction in interest rates on housing loans.

The statement also urged the Ontario Government to increase the scale of assistance under the Unemployment Relief Act, and to introduce legislation to prevent eviction of jobless householders for non-payment of rent or mortgage instalments. The federal Government was urged to raise unemployment insurance benefits, liberalize qualifying provisions, and extend the period during which benefits can be paid.

Political Action

Delegates unanimously adopted a resolution endorsing the political resolution adopted at the second annual convention of the Canadian Labour Congress (L.G., June, p. 589).

The OFL resolution urged all Ontario labour councils and affiliated unions to give renewed emphasis to political action and education programs so that the membership "will have a thorough understanding of our political as well as our economic objectives, and will play their part in the democratic development of the new political as well as our economic objectives, and will play their part in the democratic development of the new political movement to which the Canadian Labour Congress and its affiliates are now committed."

The closing portion of the resolution instructed the OFL executive to "meet with the CCF, interested farm organizations and other like-minded individuals or groups" with the intent of carrying out CLC political policy; and reaffirmed its support for the CCF, and particularly its candidates in the forthcoming provincial election.

Sweepstakes

After unemployment, the resolution that provoked most comment on the convention floor was the one recommending sweepstakes to pay for hospitals. It was defeated.

The words used by William Benson, Machinists, and Murray Cotterill, Steelworkers, were typical of those from the majority of the delegates in the discussion of the motion. Mr. Benson said most of the revenue from the Irish sweepstakes is eaten up in administrative costs "and yet, the Irish hospitals are far below standards of hospitals in other countries. If you want to gamble, go ahead," he said, "but if you want a good hospital plan you'll have to put the pressure on the Government."

Mr. Cotterill pointed out that there is unquestionably a large number in Canada who buy sweepstakes tickets. But, he thought, they were not purchased for the express purpose of helping hospitals.

To legalize sweepstakes in the name of the hospitals would only be giving a blessing to the numbers racket, he said, and that form of gambling has "done more to hurt the labour movement in the United States than anything else. In too many cases shop stewards were more concerned with making a fast buck than in serving the interests of the workers.

"Most of us gamble at one time or another, but we are not going to suggest that a perfectly proper hospital plan be turned over to a gang of fast-money artists," he concluded.

President's Address

Retiring President Cleve Kidd outlined the things that the trade union movement should support, and guard against.

The trade union movement is "being faced at this time with the additional responsibilities of fighting off sinister and insidious attacks being made against the trade union movement from many sides," he said, and suggested that the best way to combat such attacks was "with the weapons that the organized labour movement has used so successfully in the past—more organization, more information services, more education..."

He criticized the recent bond conversion as not being in keeping with the Prime Minister's suggestion to the Canadian

Labour Congress that all Canadians should practice restraint at this time. Three months after telling the CLC not to feed inflation he endorsed "a six-billion-dollar bond issue that boosted interest rates 50 per cent to \$100 million a year in interest costs alone—50 per cent higher interest to the coupon clippers. Is this not inflationary?"

Mr. Kidd regretted that the Arrow aircraft was in danger of being "scuttled" without a single constructive alternative being offered to Canadian industry and to Canadian workmen. He protested "this threatened loss of our skilled manpower and the increasing dependence of this country on the United States both for defence and industrial development..."

The time when it was thought that all major issues could be solved across the bargaining table is dead. There is a material third party at every bargaining table—and that party is government. Not a shadow of a third party—but a solid body of a third party that not only dictates the labour laws and how they shall be interpreted, but that also in large measure determines the economic and psychological climate in which the bargaining process operates. It sets the terms of industrial peace or war as surely as it contends with peace or war between nations...

Speakers

CLC President Claude Jodoin advised the convention to concentrate on organizing the unorganized. "If ever unity was needed in the labour movement, not only to keep what we have, but to continue to go forward, it is now," he said. "There are still far too many unorganized workers in Canada."

Rabbi Abraham L. Feinberg warned delegates that Canadian Labour must ban the import of "the big-shot union racketeer" from the United States if it expects to fend off anti-labour legislation, and reminded them that the future of union labour depends on public opinion. He added:

"If unions accept control by men who exploit their office for personal enrichment, they will forfeit the sympathy of their friends." Canada, he noted, is relatively free of union corruption; but, he warned, "the Becks and Hoffas of U.S. Labour will try to float into Canada on the St. Lawrence Seaway as Cleopatra of old floated down the Nile on a barge to beguile Marc Antony."

There was a clear sign that the worst of the recession was over and "clear signs of a turn upwards," Premier Leslie Frost told the delegates.



—Marcel Ray, Toronto

The new Executive Board of the Ontario Federation of Labour (CLC)—front row (left to right): Vice-president William Boothroyd, President David Archer, Secretary-Treasurer Douglas Hamilton and Vice-presidents Purdy Churchill and William Punnett. Back row (left to right): Vice-presidents George Watson, Wilfred Ostling, I. M. Dodds, Sam Hughes, Richard Courtney and George Barlow. Another Vice-president, Mike Fenwick, was absent when the picture was taken

Other Resolutions

More than 100 resolutions in all were submitted to the convention. Principal matters dealt with, apart from unemployment, criticism being levelled at trade unions, and the sweepstakes question, were:

—Establishment of a salary of \$8,000 per year and expenses for the President. (Formerly the presidency was an unpaid position.)

—Boosting of the per capita tax from 2 cents to 3 cents.

—Recommendations that workmen's compensation and pensions be increased, that the clause in the Ontario Labour Relations Act respecting municipal employees be changed, and that the time limits in the conciliation process be shortened.

Resolutions were adopted calling for the 30-hour work week, better vacations-with-pay legislation, and legislation that would eliminate discrimination in the rental and sale of homes.

Lengthy debate developed over a resolution submitted by Local 299, Hotel and Club Employees' Union, Toronto, urging that the Ontario Government be requested to pass legislation that would permit estab-

lishments selling liquor to stay open until 3 a.m., and allow sale of liquor in hotel rooms. The present closing time of 1 a.m., and the law prohibiting the sale of spirits in hotel rooms, was drastically curtailing employment of its members, the local asserted.

After hearing the various opinions of the delegates, the convention adopted a resolution asking the Ontario Government to institute a closing time of 2 a.m., and to permit the sale of liquor in hotel rooms.

The convention also urged the Ontario Government to enact legislation to establish a minimum wage of \$1.25 an hour; demanded that its own membership spend more on public relations work and publicity with a view to putting Labour's case before the public more frequently and in a better light than heretofore.

Accident prevention legislation of the province was described as ineffective and hobbled by political considerations. The convention urged the establishment of an Ontario Safety Authority with representation from Labour, Management and Government to correct the situation.

Delegates also indicated that they felt a "grave injustice" is being done to those

receiving pensions under Ontario's Workmen's Compensation Act. Unanimous approval was given a resolution asking that the "injustice" be corrected.

Legislation to prevent employers from discriminating against job seekers because of age was urged, after one delegate pointed out that hiring age limits of 35 and under are being imposed by many employers. The convention went on record in favour of amending the Ontario Fair Employment Practices Act to prohibit an employer from dismissing employees because of age unless termination of employment conforms to "an agreed upon" pension plan.

The convention called on the federal Government to amend the National Housing Act to prohibit the use of public money by builders or real estate agents who practice racial or religious discrimination in the sale of NHA-financed homes. It was also proposed that the Ontario Government bring apartment houses and multiple dwelling units of three or more within the scope of the Fair Accommodation Practices Act.

As the convention drew to a close, delegates passed a resolution calling for the Ontario Government to take over the sale and distribution of natural gas in the province.

Following lengthy debate, the delegates agreed that the next convention would be of three days duration, and would be held during the last three months of the year 1959. Subsequent to that the convention will be of one week's duration and will be held every second year, the first one in 1961.

Elections

David Archer, last year's Executive Secretary of the Federation, was unopposed for election to the presidency to succeed Cleve Kidd, who did not stand for re-election. Douglas Hamilton was returned by acclamation as Secretary-Treasurer.

The convention raised from eight to ten the number of vice presidents. Elected to fill the posts were: Richard Courtney, Auto Workers, 493 votes; Mike Fenwick, Steelworkers, 487; William Boothroyd, Machinists, 463; William Punnett, Rubber Workers, 432; George Barlow, Retail and Wholesale Workers, 430; Wilf Ostling, Pulp and Sulphite, 426; Purdy Churchill, Printing Pressmen, 418; George Watson, Textile Workers, 416; I. M. Dodds, Teamsters, 412; Sam Hughes, Packinghouse Workers, 377. Five others contested the election: A. G. Hearn, William Kitching, C. Kamarousky, Scotty Liness, M. Porcheski.

Provincial Labour Federations Hold Annual Conventions

Unemployment, the crisis now facing Labour because of management's stiffened attitude, and the proposed new political party are topics given most attention by delegates to meetings of provincial bodies

British Columbia Federation of Labour

Unemployment, the employers' alleged attack on Labour, and political action were main topics of discussion at the convention of the British Columbia Federation of Labour (CLC), held October 21 to 25 in Vancouver.

Between 350 and 400 delegates representing 189 unions and nine local labour councils attended.

Other subjects which provoked lively debate were the workings of the provincial Workmen's Compensation Act, government automobile insurance, and the re-admission to the Canadian Labour Congress of unions which have been expelled for being under Communist domination.

The convention approved an eight-point program on unemployment that had been drawn up at a closed all-day session held before the convention started. The program called for:

—Rigid control of immigration unless the demand for labour can absorb new arrivals.

—Provision of low-interest loans by the federal Government for municipal housing, slum-clearance, and other construction projects.

—Starting of a federal public works program in B.C. immediately.

—Early development of Columbia River power by the B.C. Power Commission in co-operation with the federal Government,

and distribution of the power by the Commission so as to attract secondary industry.

—Immediate application by the Province for the unemployment assistance grants now available from Ottawa.

—Establishment of unemployment committees in all unions, and meetings of all unemployed to work through labour councils.

The two other measures designed to increase employment approved by the delegates were two amendments to the Hours of Work Act that will be sought from the provincial Government. One of these changes would establish a maximum 40-hour week instead of the present 44-hour week. The other would forbid "moonlighting" by prohibiting anyone, after working eight hours in any one day or 40 hours in any one week, from working for any other employer.

It was also decided to ask for union control over overtime permits, with such permits to be granted "only in times of utmost emergency".

Unemployment Insurance

Against the advice of their special unemployment insurance committee, the convention voted in favour of asking the federal Government to reinstate all unemployed workers who have been cut off unemployment insurance benefit, and to pay them benefits regardless of eligibility.

This proposal aroused bitter controversy. Harry Anderson, CBRE delegate and chairman of the special committee, termed the resolution "nothing less than sabotage of Labour's hard-won insurance scheme". Another committee member, Vic Forster, IWA, supported him, saying that the removal of all qualifications would turn the plan into "nothing more than a dole". Nevertheless the motion passed by a large majority.

In reply to the question of where the money to support such a system was to come from, Bill Stewart of the Marine Workers and Boilermakers' Union Local 1 said: "From what they're spending on missiles".

Among other recommendations on unemployment insurance suggested by the committee and approved by the delegates was a change in the Act which would authorize payment of benefits to workers who refuse to cross picket lines, provided that the strike was authorized by a legitimate trade union.

Anti-union Campaign

The Federation adopted a seven-point program to counteract what it regards as a nation-wide anti-union campaign being waged by organized employers. The particular object of the program is to forestall

any attempt to introduce restrictive labour legislation at the next session of the B.C. Legislature.

The program included the establishment of a \$26,000 "war chest" to be raised by doubling the present 2-cent per capita tax levied on affiliated unions. The fund was to be used to finance the "counter attack".

The counter attack will include: the co-ordination of union strategy, especially with a view to more effective co-operation in strikes; plans to put Labour's case before the public and to strengthen trade union democracy; organization of labour lobbies, mail campaigns and petitions to fight restrictive legislation; and the canvass of elected representatives to find out their views on restrictive labour legislation.

The publication of a weekly labour newspaper was to be discussed later by the executive, according to an announcement made at the close of the convention by Secretary-Treasurer George Home.

A full-scale investigation of the B.C. Workmen's Compensation Act was urged by J. Edwin Eades, Chairman of the Board, in an address to the delegates. Saying that he considered the present Act outmoded, he stated that the Board "would welcome a proper inquiry, and that is what should be done".

E. E. Boulton, President of the British Columbia Farmers Union, told the convention that Management is trying to drive a "psychological wedge" between farmers and Labour. He said that an attempt is being made to prevent the two "wealth-producing groups" from joining in political action that might result in the election of a worker-farmer government.

He urged the delegates to continue their campaign for a new worker-farmer political arm.

Expelled Unions

The convention refused to support the efforts of some of the delegates to get it to champion the cause of the Communist-dominated unions that have been expelled from the CLC. It did, however, approve a resolution declaring "solidarity with and support of" the members of the Mine-Mill Union who are on strike against International Nickel Co. The resolution also expressed the hope that these workers would accept the CLC's invitation "to again become associated with the legitimate trade union movement in this country".

Demands for reinstatement of the expelled unions came from delegates from the Street Railwaymen's Union, the Marine Workers and Boilermakers, the Pulp and Sulphite Workers, the International Woodworkers, and the Vancouver Firefighters.



—Chas. S. Jones, *Vancouver Daily Province*.

Delegates to the annual convention of the B.C. Federation of Labour re-elected all their officers. Pictured here, from the left, they are: Secretary George Home, fourth Vice President Pat O'Neal, third Vice President Bob Smeal, second Vice President Victor Midgley, first Vice President Joe Morris, and President Bill Black

The convention adopted a report of a special committee that declared in favour of the establishment of a plan for automobile insurance by a crown corporation "on the Saskatchewan principle".

By unanimous vote the Federation decided to sue the British Columbia Government over its use of the Civil Defence Act in the Black Ball Ferry dispute. It was reported that in this the Federation will have the full support of the CLC, and that if the case goes to the Supreme Court of Canada the CLC will pay the cost of the action.

If the Government's action went unchallenged the Civil Defence Act could be applied to any labour dispute at any time, Secretary-Treasurer George Home told the delegates. "It is much too dangerous an act for Labour to leave unchallenged," he said.

Member unions of the Federation pledged themselves to raise the \$5,000 estimated to be required for the legal action.

It was decided to intensify the "union buying" campaign and to get the B.C. unions to redouble their efforts in the coming year to make their members more "union label conscious".

Other resolutions approved called for the purchase of the B.C. Electric Company by the Province, pressure to be exerted on the federal Government to get the Canadian National Steamship service restored to the Pacific coast, amendment of the provincial Power Act and Labour Relations Act to guarantee collective bargaining rights to B.C. Power Commission employees, pressure for the recognition of Red China and its admission into the United Nations, and for the CLC to urge Ottawa to work through the United Nations for an end to all atomic and other nuclear tests.

In the election of officers President Bill Black and Secretary-Treasurer George Home won election for a third term by acclamation. Joe Morris, IWA District President, was re-elected first vice president in opposition to W. E. Stewart of the Electrical Workers. Victor Midgley, Victoria Carpenters union, was chosen second vice president without opposition; and Bob Smeal, Canadian Brotherhood of Railway Employees, defeating William Stewart, Marine Workers and Boilermakers, remained third vice president. Pat O'Neal, Pulp, Sulphite and Paper Mill Workers, was re-elected fourth vice president without opposition.

Manitoba Federation of Labour

A four-point resolution aimed at reducing "the present crisis in unemployment" was adopted by the Manitoba Federation of Labour at its annual convention held in Winnipeg October 17 to 19. The gathering was attended by more than 300 persons.

The resolution called upon the federal and provincial Governments to start a public works program and subsidized low-rental housing projects, to increase trade with all countries and to explore trade possibilities with Communist China, and to enact forthwith a 40-hour work week and press for a 36-hour week.

The resolution said that unemployment is being taken advantage of by "big business" to force unions to reduce their demands, and that "the 'hold the line' policy of the Diefenbaker Government is tantamount to surrender and abdication of responsibility".

Harold Bastable, Railway and Steamship Clerks, opposed the 36-hour week. He said that as a result of short hours union men are holding two jobs. "Some of my own union members work 16 hours a day, eight hours on regular jobs and eight hours in the post-office".

A number of delegates objected that the union could not tell a man how many jobs he might hold.

In another resolution the convention wholeheartedly supported "the current strike struggle from coast to coast" and urged organized workers to aid the strikers.

The resolution said that the Canadian Chamber of Commerce, the Canadian Manufacturers' Association and the federal Government had put forward "the false theory" of hold-the-line-on-wages as their answer to the depression. On the contrary the convention asserted that increased purchasing power was one of the most effective weapons against the recession. It also said that wage gains in the last 10 years have lagged far behind the increase in productivity.

In another resolution the Federation was directed to demand a minimum wage of \$1.25 an hour for all sections of Manitoba.

A resolution that urged an amendment to the Workmen's Compensation Act to require an employer held responsible for the original injury of an employee to provide for his maintenance until he was re-employed was sent back to the executive for further study. An amendment to the

Act to include heart and back ailments among the industrial diseases was urged by the convention.

The federation approved a resolution designed to further political action and education. The resolution supported the decision of the Canadian Labour Congress to form a new political party composed of organized labour, the CCF party, and other interested groups.

Secretary-Treasurer Peter McSheffrey, however, said that he was afraid the new national party was heading for a big disappointment, and he urged delegates to get their locals to take part in the movement.

Stanley Knowles, CLC Executive Vice President, said that the national congress hoped to be able to present a full report on the new movement at the 1961 convention.

The rejection of a resolution proposed by Local 254 of the Plumbers and Steamfitters union caused Clint Hornby, business agent of the local, to walk out of the convention. He had told the delegates that the union would withdraw affiliation with the Federation if they voted against the resolution, and after the convention he said that the question of withdrawal would be voted on by the members of the local at their next general meeting. Other locals would probably withdraw from the Federation also, he said.

The resolution read: "That the United Association of Journeymen Plumbers and Steamfitters is recognized as the only organization having complete control of the pipe fitting trade and industry."

Joseph James, Federation President, who described Mr. Hornby's words as "a puny threat," suggested that the matter should be referred to the CLC.

The labour movement "has never been so low in public esteem as it now is," Donald MacDonald, Secretary-Treasurer of the CLC, told the convention in his address at the banquet. "Obviously the corruption in unions publicized in the past year has contributed in large measure to the position we now find ourselves in," he said.

This corruption was being used in propaganda against Labour to discredit the huge majority of honest labour unions. But, he said, the "goons, gangsters and racketeers attaching themselves to Labour number only a few hundred persons in a total of about 17,000,000 labour union members across North America."

Saskatchewan Federation of Labour

Unemployment and labour legislation were among the most important items on the agenda of the three-day annual convention of the Saskatchewan Federation of Labour, held in Moose Jaw October 23-25.

About 200 delegates, and fraternal delegates from Manitoba, Alberta, and Ontario labour organizations attended. Representatives of the Co-Operative Union of Saskatchewan, the Saskatchewan Farmers' Union, and the Saskatchewan Teachers Federation were also present.

Speakers included Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress, and Hon. Woodrow S. Lloyd, provincial Minister of Education. The latter was guest speaker at a special United Nations Day banquet.

Labour is being attacked by groups of employers across the country, F. McClelland, President of the Federation, told the delegates at the opening session. He cited the Canadian Manufacturers' Association and the Chamber of Commerce as two groups which were engaged in the attack.

Mr. McClelland said that the "new industrial revolution" brought about by automation has failed to solve economic and social problems in the way that large corporations had predicted it would.

"Where are the great number of highly skilled jobs, where are the lower prices, where are the jobs for everybody?" he asked. He asserted that "the true purpose of this technology in the hands of the large corporations is for nothing less than to cut labour costs, increase profits and beat down trade unions by eliminating jobs."

Alberta Federation of Labour

The passing of a resolution approving the action of the Canadian Labour Congress in its move to establish a new political movement threatened to split the ranks of the

Alberta Federation of Labour at its annual convention held in Lethbridge October 29 to November 1.

The resolution also urged all AFL affiliates to take an active part in the formation of the proposed new party.

During the two-hour discussion on the resolution, representatives of the Civil Service Association of Alberta, who maintained that they were "working for a government and not a political party," threatened to break away from the Federation if the motion passed. When it did pass they talked of taking legal action against the AFL. "Under the AFL constitution they can't do this," said James Gee, an executive member of the CSAA.

The constitutionality of the resolution was debated at the convention, but objections were overruled.

The delegates passed a resolution to provide for the establishment by the Federation of bursaries for essays on the labour movement and called for efforts by the AFL to have labour education classes established at the University of Alberta.

The convention requested the Alberta Government immediately to set up an unemployment committee, and to include on it a representative of Labour.

Gordon Cushing, Assistant Deputy Minister of the federal Department of Labour, addressed the 252 delegates.

In the election of officers, David L. Erickson, Edmonton, was re-elected President, and Jack Hampson, Edmonton, was re-elected Secretary-Treasurer, both without opposition. Frank C. Bodie, Calgary, was re-elected First Vice-President; William Gray, Edmonton, Second Vice-President. Roy Jamha, Edmonton, was chosen Third Vice-President. Regional vice-presidents elected were: Lindsey King, Henry Tomaschuk, Pat Lenihan, John Hannigan, Leo Lancaster and L. M. Messmer.

Unemployment in U.K. Highest Since May 1952

The number of unemployed in the United Kingdom had risen to 514,000 by mid-October, the British Ministry of Labour reported last month.

The unemployment figure, 38,000 higher than at mid-September, was the highest since May 1952. It represented 2.3 per cent of the working population. This percentage has been exceeded only once, in May 1952, since before the war.

Of the total unemployed, 212,000 had been unemployed for more than eight weeks. This compares with 193,000 in September and 111,000 in October 1957.

Unemployment in West Germany reached a new postwar low in September. There were 327,560 jobless persons, 37,500 fewer than at the same time the previous year.

29th Annual Meeting of the Canadian Chamber of Commerce

Amended policy declaration on employer-employee relations urges the prohibition of closed or union shop agreements, provision for holding of secret strike votes, banning of picketing during unlawful strikes

The 29th annual meeting of the Canadian Chamber of Commerce, held in Montreal October 6, 7 and 8, adopted recommendations urging prohibition of closed or union shop agreements, provision for secret strike votes, and banning of picketing during unlawful strikes. Close to 700 delegates attended.

At the employer-employee relations session of the meeting, delegates heard three speakers describe industrial relations in the United Kingdom, United States and Australia.

A. C. Ashforth, President of the Toronto-Dominion Bank, was elected President of the Chamber for 1958-59.

Employer-Employee Relations

The employer-employee relations session presented three speakers and three panelists.

Opening the session, Leonard Hynes of Montreal, Chairman of the Labour Relations Committee of the Canadian Chamber of Commerce, pointed out that committees of several provincial Legislatures were studying their provinces' labour laws, and that the federal Minister of Labour had asked for suggestions for amendment of the Industrial Relations and Disputes Investigation Act. It was in order to learn what other countries were doing about this problem that the Chamber invited speakers from the United Kingdom, and United States and Australia. They were: R. A. Banks, Personnel Director, Imperial Chemical Industries Limited, England; Virgil B. Day, Manager of Union Relations, General Electric Company, New York; and Frank S. Collins, senior consultant, P. A. Management Consultants Ltd., Montreal, a recent arrival from Australia.

The three members of the panel were: R. V. Hicks, QC, of Toronto; Edward Benson, Consolidated Mining and Smelting Co. of Canada Limited, Trail, B.C.; and D. M. Camp, Assistant Vice President, The Bell Telephone Company of Canada, Montreal.

United Kingdom Experience

R. A. Banks of London, England, Personnel Director, Imperial Chemical Industries Limited, spoke on employer-employee relations in the United Kingdom. He emphasized that his remarks were concerned mostly with employers, because that was what he knew most about.

The essential element of the British system of employer-employee relations, he said, was that it was now based on voluntary agreements with practically no support from the law. In the early days of industry it was assumed that "the scales of justice would be evenly weighted between employers and employees, who were both bound by the ordinary laws of contract conspiracy and restraint of trade". Later, when it was agreed that these laws operated unduly harshly on employees, unions and their action were deliberately freed from certain legal restrictions. This freedom still exists, although the strength of organized labour has greatly increased "and the condition of full employment for which all parties and sections of the community now strive has given them added power".

There are those who believe that in these circumstances certain legal restraints should be put upon the unions in order to keep a proper balance of power. This is a reasonable and logical view to take, and conditions might indeed warrant such action.

On the other hand, I believe that it will be very much better if such action can be avoided... Many of the trade union leaders in our country have shown restraint, wisdom and judgment in the use of their undoubted power, and I am not one of those who would introduce legislation to prevent the possible abuse of power until other methods have failed so badly as to show unmistakable evidence of impending disaster.

Mr. Banks said it had been suggested that prolonged and widespread strikes might wreck his country but records showed that in any of the past five years the maximum time lost through strikes was 3.2 million man-hours and the average time loss was less than 2.5 million man-hours. "About

eight times as many man-hours are lost in Britain as a result of industrial injuries and well over a hundred times as many are lost by sickness," he pointed out.

The time loss is not the only damage from strikes—confidence and co-operation go, too—but the record of the past and the forecast for the future did not seem to him to spell impending doom.

Much more debatable is the argument that though strikes may not ruin the country, inflation arising from excessive wage demands will, he said. No one can agree as to the extent to which wage claims are the main cause of inflation; but it can be agreed that rapid inflation is a bad thing and that excessive wage demands can play a part in speeding it.

If this is so, the next question is: Can legislation effectively curb excessive wage demands? "No doubt a national wage policy with means of enforcing it could be drafted but I am pretty sure that it would not be widely acceptable in the present state of affairs... A great deal must lie in the Government's management of the country's economic system, by adroitly using the powers available to them, however difficult it may be, to steer the ship between recession and inflation."

The Government must also determine the basic facts of the situation and explain and demonstrate them to the country's citizens, he went on. The British Government tried to do this by setting up the Council on Prices, Productivity and Incomes, but "unfortunately there was no co-operation between the Government and the trade unions".

Employers have an equally important job to do in the field of elucidation and education. "It is sometimes forgotten that the unions and their officials at all levels ultimately receive their power and authority from their individual members, so that they are the people whose understanding is needed at least as much as that of the union officials, who in any case often understand these matters well enough."

Mr. Banks pointed out that it was of no use to teach the ordinary man or woman abstract economics, or even national economics, because to capture the student's interest in learning the subject must concern him personally. He suggested that elucidation and education should begin with the company in which the man himself works; but even this subject may not interest him much unless he has a closer link with its prosperity than his basic hourly wage gives him.

A wage system with a financial reward closely related to his personal effort goes some way to stimulate his interest in the

economics of the business. But a further step relating his personal reward directly to the prosperity of his employer and, if possible, giving him a financial stake in the business is one that can create active interest in the company's finances, which can then be developed, by careful and persistent work, into an understanding of what makes the company prosper and how Capital and Labour are intimately connected.

Efforts are being made in Britain to educate all ranks of management and workers in the economic problems facing the employers and the country as a whole. "I hope that these efforts, coupled with wise and skilful management of our affairs by the Government, and restraint on the part of trade union leaders, will work towards a sufficient control of inflation to avoid the need for legislation to control the power of the trade unions," he declared.

Mr. Banks distributed to the audience a paper describing the organization and structure of British unions and industry, and the law and practice relating to industrial disputes.

United States Experience

"The United States and its various political subdivisions have experimented with almost every form of governmental intervention in industrial disputes. We have tried compulsory arbitration, fact finding, seizure of industrial plants, strike vote provisions, as well as mediation and conciliation. We have also had a taste of *ad hoc* presidential intervention at the federal level and gubernatorial and mayorial intervention at the state and local levels.

"The net effect of all this experimentation leads one to conclude that the less intervention there is, of whatever form, the more satisfactory will be the results to employers, employees and to the community at large," said Virgil B. Day, Manager of Union Relations, General Electric Company, in a paper prepared for the employer-employee relations session. The paper, "Governmental Intervention in Labour Dispute Settlement: the United States Experience," was read by Dr. Herbert Northrup of Mr. Day's staff because Mr. Day, involved in negotiations at the time, was unable to be present.

Turning first to mediation and conciliation, Mr. Day said that the main problem with mediation and conciliation is that "there is too much of it".

There is no question but that a mediator can perform a real task in bringing parties seemingly far apart together, or in putting the settlement process back on the track where it has been apparently derailed. Premature intervention in labour disputes on the part of mediators, however, tends to make some union officials more intransigent.

Too often the mediator arrives just as soon as the initial union demands have been rejected. Then extreme political pressure is placed upon the mediator to transform himself into a vehicle for realization of unrealistic union demands.

It is difficult for the mediator to resist such pressure, Mr. Day pointed out, because his job is to obtain a peaceful settlement; he does not have to live with the settlement, nor to be concerned with the character of the settlement.

"Actually, in many cases peaceful settlement with more realistic terms could be achieved more rapidly if the parties did not know that a governmental mediation agency was available for another phase of the bargaining process." Mr. Day thought mediators would be far more useful, and perform a far greater service, if managements refused to permit premature mediation, as is the right of both Management or Labour in the United States.

Turning to strike notices and strike votes, Mr. Day said such notices have been "extremely ineffective" as strike preventives because no actual cooling-off period occurs. Under strike vote legislation, the results have been the same: the union asks for, and receives a bargaining club. "An overwhelming percentage of the employees in an overwhelming percentage of cases invariably vote to strike," he emphasized. The percentage of strikes that actually occur after being authorized is, however, relatively small, he said.

The strike vote becomes a bargaining tactic; but the existence of the vote itself can permit a strike to be called without the employees' having an actual opportunity to vote on the issues themselves. Put another way, the vote is usually taken before bargaining starts, but the authorization permits a strike call even if the results of the bargaining are actually satisfactory to the employees affected.

Here he explained an apparent contradiction between this statement and the experience of his company—on several occasions a significant number of exhortations of their leaders to the contrary—by telling how the company is willing to spend time, energy and talent in communicating with the employees so that they understand the real issues involved. "Strike vote legislation may actually provide a mechanism to increase union bargaining power so long as employers generally shy away from effective presentation of their case to the union electorate."

The U.S. Railway Labor Act is an excellent illustration of how complete governmental intervention severely inhibits collective bargaining without providing

Officers, 1958-59

A. C. Ashforth, President of the Toronto-Dominion Bank, was elected President of the Canadian Chamber of Commerce at the 1958 annual meeting. He is the first banker to be chosen as the Chamber's chief officer.

Others elected were: W. A. Scammell Case, Executive Vice-President and Secretary-Treasurer, T. McAvity and Sons, Limited, Saint John, N.B., elected First Vice-President; H. G. Love, President of The Voice of the Prairies Limited (Radio Station CFCN), Calgary, named Second Vice-President; and Morgan Reid, Manager of Planning and Public Relations, Simpsons-Sears Ltd., Toronto, chosen Chairman of the Executive Council.

either satisfactory or necessarily effective settlements, Mr. Day then said. He outlined the history of the Act.

The effect of the elaborate procedure of the Railway Labor Act is to make collective bargaining completely perfunctory prior to the emergency board stage, which is probably an "inevitable" development because "it is an easy way out to let someone else make the decision for them". In addition the parties still remain free to act if the Board's recommendation is unsatisfactory.

Because the appointment of fact-finding or emergency boards has not been confined to genuine emergencies, it has become difficult, if not impossible, to rally public opinion behind the settlement, he said.

The attempt to deal with the emergency strike situation through the Taft-Hartley law's provision requiring a 60-day notice for changes in labour-management contracts has resulted in automatic and perfunctory notices, and has probably contributed to the trend towards too early and too much mediation, since the notices are sent to federal and state mediation services. Experience under the Taft-Hartley Act, he added, emphasized what experience under the Railway Labor Act had already demonstrated: fact-finding reports have relatively little effect in mobilizing public sentiment so as to compel settlement of labour disputes unless there is really a grave national emergency affecting the entire country or most of it.

The procedure of the Act calling for a final vote by employees on the employer's last offer is naive, for it is unrealistic to suppose that employees will desert their leaders while bargaining is still going on. Moreover, employees have everything to gain and nothing to lose by rejecting the last offer. They may still accept the last offer later; but they might secure better terms, since the "last offer" may not be the final one.

Turning to *ad hoc* intervention, Mr. Day said such intervention—by the President, governors or mayors—often pressures the

parties into settlements that may be unsatisfactory, uneconomic and difficult to live with. The time to protest, he said, is when such intervention occurs, not when the consequences appear; then it is too late.

Mr. Day concluded by giving some of his company's comments on the permanent panel set up by the U.S. Government, with legislative basis, to handle disputes affecting the American atomic energy program. General Electric was protesting because they were "alarmed" by the fact-finding and recommending powers asserted by the panel, which had no legal basis, and because they feared a spread of this type of interference in day-to-day labour relations. But the comments "pretty well sum up our attitude on government interference in labour disputes," he said.

One of the nine points he quoted was: "We believe that primary reliance in all labour disputes should be placed on genuine collective bargaining in an atmosphere which will encourage and assist the parties to reach their own agreement unimpeded by any extraordinary outside influence, pressures or expectation."

Another expressed favour of a policy of non-intervention by the Government in labour-management disputes, and a belief that such a policy is essential to preserving free and effective collective bargaining.

A third expressed the belief that the preservation of genuine collective bargaining... requires the elimination of any element of compulsory arbitration. "The existence of any high agency with decision-making powers will strongly tend to quickly weaken and eventually destroy genuine collective bargaining."

Australian Experience

Frank S. Collins of Montreal, an Australian now employed as senior consultant with A. P. Management Consultants Ltd., described industrial relations in Australia.

Most Australian workers, more than 60 per cent of all wage and salary earners, belong to a union, he reported, and "will almost invariably carry out the dictates of the union regardless of how this may hurt their families or themselves". The Australian worker's greatest fear is to be called a "scab".

The high development of trade unionism in Australia is one of the basic facts to be kept in mind, Mr. Collins said. Others are that Australia has a federal government and six state governments, and that the trade union movement has strong political influence.

The speaker then traced the evolution of the Australian system of arbitration and

conciliation, from the enactment of the Commonwealth Conciliation and Arbitration Act in 1904 to the major amendments made to the Act in 1956.

The judicial function concerned with the functioning of the arbitration system are vested in a Commonwealth Industrial Court comprising three judges. The arbitral functions of settling disputes and making awards are vested in a Conciliation Arbitration Commission consisting of presidential members and lay commissioners. The presidential members have equivalent qualifications to judges.

The Commission, which usually comprises two presidential members and one lay commissioner, determines: (a) basic wages (legal minimums), (b) standard hours of work, and (c) long service leave.

Individual commissioners continue to practice conciliation and, if necessary by the failure of the parties to agree, to make awards which are binding on the parties.

A new departure in 1956 was the appointment of conciliators, who have no power to arbitrate unless asked to do so by the parties. If agreement is not reached, the conciliator reports to the commissioner within whose field the matter lies, who then handles the matter as he sees fit. (Commissioners are assigned to a particular industry or group of industries.)

A commissioner is obliged to take the necessary steps to prevent or settle disputes in the industry to which he has been assigned. An employer or union official who foresees a dispute is obliged to notify the commissioner. If the parties reach agreement in negotiations, the commissioner can certify the agreement, which then becomes an award binding on the parties. If they fail to reach agreement, the commissioner has the power to make awards.

"The system appears to be producing good results," Mr. Collins said, "although it must be remembered that the industrial climate has been relatively peaceful over the past two years."

He emphasized that the purpose of the Australian legislation was to provide a means of conciliation to parties locked in dispute, and, if conciliation fails, to provide for arbitration with binding awards.

He also pointed out that acceptance of the benefits and obligations of the arbitration system is not compulsory; the awards are binding only on organizations registered under the appropriate acts. Organizations are free to decide whether to register or not.

Another common misapprehension is that collective bargaining is not possible in Australia. Unregistered organizations can only proceed by bargaining, while many registered bodies proceed by direct negotiation as far as possible but use the courts to deal with unsettled matters and give legality to agreements by incorporating them in awards.

There appears to be a tendency, Mr. Collins said, for the more powerful unions to favour direct negotiations but the weaker unions rely exclusively on arbitration.

The fact that the great majority of organizations favour the use of arbitration is probably the best answer that can be given to critics of the system, he said. In spite of many criticisms, the system is more firmly entrenched than ever before.

"Compulsory arbitration is a plank in the platform of all the major political parties in Australia."

Mr. Collins spoke briefly about strikes in Australia, remarking that their incidence is falling despite a great increase in the labour force.

The Industrial Court frequently withholds its power to impose penalties against unions

for strike action in defiance of the Court's orders; thus strikes occur that, technically, are not possible. But lockouts are regarded by the community at large as being "most anti-social" and managements are not prepared to resort to this method of settling disputes, Mr. Collins said.

Although organized labour seems to have the best of two worlds, this is not so because the unions have been disciplined into realizing that it is not enough to demand more money every year and to strike if they do not get it; "they must build up a case acceptable to the learned gentlemen, proving not only that they need more money but also that industry can afford to pay."

"I think that I would be sorry to see the system go," he concluded.

Other Speakers

President's Address

"When management and union leaders cannot reach an agreement, and disregard their community responsibilities, it is right and just that our governments provide adequate legal machinery to protect the rights of the employee, the employer and the public," said Ralph C. Pybus, outgoing President of the Chamber, in his address to the annual meeting.

This was his personal belief, he stressed, pointing out that there was yet no general agreement in the Chamber of Commerce as to the need and value of binding arbitration.

He explained that in saying this he was thinking in terms of "permanent, specialized industrial boards with qualified advisors to assist the presiding judge".

Later he agreed that good industrial relations cannot be created by legislation but, he said, it is recognized that some legislation is needed in this field to meet changing conditions.

Earlier in his address he denied that business leaders were planning to break unions. In his travels across the country, he said, he had found "a genuine desire and a belief that our labour unions will remain with us and, accepting a fair share of the responsibilities, still become a strong bulwark of our democracy".

He did find, however, "growing, deep apprehension as to where a small but dominant and strong union leadership" may lead the country.

So long as business leaders and the leaders of organized labour fail to come to agreement on basic economic principles and on our common need, then the strike and the discord which plagues the relations between manage-

ment and union leaders at the expense of the economic welfare of the whole country will continue.

After a reference to Canada's trading position, during which he said the country's wealth depends on our capacity to produce and our ability to sell, he urged restraint of "unrealistic" wage demands.

The desire for more is a worthy incentive; but it must be in keeping with the size of the pie, our economic well-being. When wages increase at a faster rate than the increase of productivity, the result is increasing costs and higher consumer prices, showing a loss in the purchasing value of our dollar.

He acknowledged that excessive profits are just as damaging as unrealistic wages and high taxes, but quoted Dominion Bureau of Statistics reports that during the past 10 years average profits had dropped from 3.7 to 3.1 per cent of sales and were still decreasing.

"Efficient production is the key to our continuing prosperity, and our defence against the cost-price squeeze," he went on. This will require, he declared, co-operation between labour leaders and management.

Commenting favourably on the introduction of a Canadian Bill of Rights, Mr. Pybus pointed out, however, that the draft bill did not mention freedom to work, and economic freedom. "I believe there is a widespread and growing demand for freedom to work or, as one may choose, not to work, and that it must not be subject to the dictates of big government, big business or big unions," he declared.

A. E. Grauer

Speaking during a symposium on freedom, A. E. Grauer, President and Chairman of the British Columbia Power Corporation

Limited, suggested that the duties and responsibilities of unions should be clearly laid down by the law.

"The development of freedom is directly associated with the ability of scientific, professional, business and occupational groups to rise above their limitations, selfish and otherwise," he said, "and to try to understand and do something about the broad problems that threaten both our freedom and our civilization."

This dilemma was pointed up clearly today in the field of trade unionism, he went on. "Unions historically have done great things; but they have now become powerful organizations capable also of great harm, not only to citizens generally but also to their own members."

"One would expect appropriate duties and responsibilities for such organizations

to be clearly laid down by the law—which they are not—as well as their rights and privileges—which are."

Mr. Grauer said he hoped action by trade unions themselves would be such as to keep legislation by governments to a minimum. "In view of the complexity and importance of the trade union situation, however, it is probable that some basic definition of the responsibilities of trade unions will be necessary by statute, as well as some protection for the individual liberties of rank and file members."

Because no type of organization in our society would suffer more from an eclipse of freedom than trade unions, it was very much in their interest to take immediate action to protect and further the cause of freedom, "including the preservation of individual rights within the functional field of organized labour," he declared.

Policy Declarations

Employer-Employee Relations

Prohibition of closed and union shop agreements, compulsory registration of unions, provision for requesting secret strike authorization ballots and for ordering strike settlement ballots, and prohibition of picketing when a strike is illegal were urged by the Chamber in its policy declaration on employer-employee relations adopted at the 1958 annual meeting.

The Chamber urged:

—That there should be a prohibition of agreements that deny or terminate employment because of an individual not being or remaining a member of a specified trade union or because of an individual not paying dues to a specified trade union.

—That the Industrial Relations and Disputes Investigation Act be amended to make it mandatory, as a condition of certification, that unions register with the Department of Labour and comply with similar conditions, insofar as reporting is concerned, as companies incorporated under the Companies Act.

—That before a strike takes place the parties have had an opportunity to request a secret strike ballot supervised by an independent party, and in such a case the strike has been authorized by a majority of those employees then actively employed in the bargaining unit.

—That when a strike has been in effect for some specified time, the appropriate Minister of the Crown have discretionary authority to order strike settlement votes by secret ballot on his own initiative or following application by employees, the employer or the bargaining agent concerned to ensure that an employer's offer is impartially placed before the employees, such vote to be conducted by an independent party.

—That there be a prohibition of any picketing when strike action is unlawful.

The Chamber added two new paragraphs to its policy declaration on employer-employee relations. One expressed the belief that judges should continue to be appointed as chairmen of conciliation boards.

The other declared that recourse to the courts should be available for testing the decision of labour relations boards. Judicial review of awards of arbitrators of disputes under collective agreements is also urgently needed, it added.

Furthermore, there should be a procedure for appeal to the courts on matters of law and jurisdiction arising from decisions of labour relations boards and from awards of arbitrators of disputes under collective agreements, the declaration said.

Other Declarations

The Chamber left unchanged its policy declarations on automation, employment of the older worker, employment of the physically handicapped, and seasonal unemployment.

The declaration on automation states that failure to harness its advantages to improve productivity would prove fatal to the competitive position of many Canadian industries, urges that immediate attention be given to the training of engineers and technicians, and expresses the belief that the utilization of automation will be gradual, so that adequate arrangements can be made for the retraining or redeployment of the work force.

On the employment of the older worker, the Chamber continues to urge employers to recognize the skill and experience of older workers and to consider the suitable employment of this group.

The Chamber declares its belief that the employment of the physically handicapped to the greatest extent possible is socially and economically desirable. "Many jobs do not require the full capacities of an able-bodied person," it says. "If a handicapped person still has the required capabilities, he is not handicapped in that particular job." Employers are urged to continue to co-operate in the placing of the handicapped in suitable jobs; those

employers who have not already done so are urged to investigate the possibilities of employing physically handicapped persons.

The declaration on seasonal employment contains the Chamber's pledge of co-operation in efforts to solve "this national problem". It urges its members to plan their work as far as practicable to give employment during any seasonal unemployment period, and to co-operate with local agencies in the development of plans to combat seasonal unemployment.

90th Annual Conference of British Trades Union Congress

Almost 1,000 delegates representing more than eight million members reaffirm opposition to wage restraint and Government's economic policy, confirm belief in nationalization, and call for meeting on disarmament

The 90th annual Trades Union Congress was held at Bournemouth September 1 to 5. The presiding officer was Tom Yates, CBE, Chairman of the General Council.

Delegates numbered 993, representing 185 unions with a total membership of 8,337,325, of which about 1,387,200 are female members. TUC membership in 1958 was about 32,600 greater than a year earlier.

Robert Willis, General Secretary of the London Typographical Society, was elected Chairman of the General Council for the coming year.

In a convention that made few momentous decisions, the delegates unanimously reaffirmed opposition to wage restraint and to the Government's economic policy, and again confirmed their belief in nationalization.

The Congress called for efforts to bring heads of governments together to secure agreement on stopping the testing and manufacture of nuclear weapons and on disarmament. But it rejected a resolution urging that Britain halt the development of such weapons and their stockpiling for use from British bases.

A resolution adopted without dissent supported a policy of trade with all nations and a removal of embargoes against the Soviet Union and Red China.

Chairman's Address

Communists, unofficial strikers, employers who do not understand what consultation means, unsympathetic critics of unions, and the British Government were censured by Tom Yates, TUC Chairman, in his presi-

dential address to the congress. Mr. Yates, who is General Secretary of the National Union of Seamen, also criticized operators of ships flying "flags of convenience".

Mr. Yates, who was TUC fraternal delegate to the 1955 convention of the Trades and Labour Congress of Canada, was the first seaman to preside at a Trades Union Congress in its 90-year history.

Communists and unofficial strikers were condemned in the same breath by Mr. Yates.

There are those among us who like to make up their own rules as they go along. When it suits them they ignore the leadership which they have helped to elect and they thrust aside constitutional procedures on which the whole membership has agreed. Through promoting unofficial action they bring the movement into disrepute and sap the strength of the organization to which they give nominal allegiance. All of us condemn breakaway bodies but I can see no moral or practical difference between those who run away from their own trade unions to set up a splinter body and those who strike against the advice of their own organizations.

No one but the Trade Union Movement itself can tackle the question of unofficial stoppages. Only those of us who have faith in democratic procedure with its obligations of solidarity and its respect for elected and responsible leadership can tackle these bad shipmates and discipline them, as they should be disciplined, in accordance with union rules. We know who they are. Some are Communists dedicated to disruption; others are self-styled militants whose minds are so closed that the whole development of collective bargaining has passed them by.

Big unofficial disputes damage more than the good name of trade unionism and the union which they directly affect. They frequently have a material impact far wider than the industry in which they take place.



Tom Yates

Often, as my union (Seamen) knows to its cost, they bring hardship to many who want no part in a false quarrel.

After all these years it is a sad commentary on the state of our movement that we should still have to suffer for the activities of those whose fitness to be trade unionists is clearly open to doubt every time they take and prolong unofficial action.

It was only a little less disturbing that unions should still have to turn to the strike weapon at all, he continued. There should never be a situation where a deadlock has to turn into a lockout or a withdrawal of labour.

He made it clear, however, that it was unthinkable that unions should ever give up the right to strike.

Just before this Mr. Yates warned against the use of trade union strength for the purpose of political coercion. "As trade unionists we may always have special interest to advance; but in doing so we have no special rights that exceed those we all have as citizens."

The TUC Chairman then criticized recent actions of employers and the Government. "If unions are expected to negotiate," he said, "then it must be made possible for them to do so. Collective bargaining will never function effectively without the sincere concern of employers that it shall, and the determination of government to provide the climate in which it may."

"It is no way to negotiate to say in advance that there will be no wage increase."

As self-governing voluntary bodies it was natural for unions to resent inference by "those who know little of our affairs, who

share no common purpose, and may well want to restrict our activities," he said. "All too often, criticism of trade unionism is neither objective nor informed nor inspired by a wish to help."

"It nonetheless remains an obligation on us all never to do anything that is unworthy of the fine traditions of trade unionism," he pointed out.

It was while referring to technological change that Mr. Yates criticized employers' failure to make use of conciliation. "We have called and called again for early consultation (on the introduction of a new technique); we still have not dented the consciousness of some employers."

The TUC Chairman said it was easy to pass resolutions about peace and to call for campaigns to denounce nuclear weapons; they may help to call attention to the dangers we face. "But when it comes to negotiating, slogans and catch-phrases must never blind us to the stark fact that it is no good throwing away all our nuclear weapons or abandoning essential alliances if we are to leave in the hands of any single power or group of powers a tremendous preponderance of offensive weapons of any kind," he warned.

"Disarmament can only be achieved if it starts with an objective appraisal of the relative strengths of the armed forces in the world today and continues with a measured and comparable reduction of weapons by everyone."

"The relaxation of tension, if it is to mean anything permanent, can only come about by a sustained and painstaking determination on the part of all nations and within the framework of the United Nations."

Mr. Yates began his address by referring to the growth of "flags of convenience." Ships under "bogus flags" had increased by 15 million tons in the last 10 years, he said.

"This is a development that cannot just be shrugged off as a postwar phenomenon which will sort itself out in the long run. It threatens the livelihood of all those who sail in British ships and in the ships of other traditional maritime countries. It threatens also the economic well being of these countries..."

General Council's Report

Opposition to the Government's economic policy is the central theme of the annual report of the TUC General Council.

As a means of regulating the economy, the Council prefers fiscal and direct controls—including control of credit—to monetary controls. On the working of monetary controls, the report expresses the view that, both in Britain and in other industrial

countries, "the emphasis that is being laid upon the desirability of stabilizing prices is endangering the maintenance of high levels of employment and output".

The TUC's economic objectives are listed as: full employment, a rapid rate of economic progress, reasonable stability of prices, and a balance of payments sufficient to meet overseas commitments and provide adequate reserves.

The report also notes that the TUC, in talks with the Government on draft regulations governing protection against radiation risks, has emphasized the need for safety instructors to be fully qualified in the problems raised by radiation, and for the most careful recording of all exposure to radiation.

The TUC has also supported the Government's campaign to improve first aid in factories, urging more medical and nursing supervision in industrial plants and pressing for more operational research and health surveys of dust and fume risks in foundries, the Council reports.

Economic Policy

Delegates unanimously reaffirmed their opposition to wage restraint and the Government's economic policy.

Alan Birch, chairman of the General Council's economic committee, opened the debate with the charge that the Government had abandoned the principle of full employment, with the result that since the 1957 congress unemployment had grown and industrial relations had worsened.

One resolution, unanimously adopted, condemned the Government for failing to maintain full employment, and insisted on government measures to reverse current trends and to provide alternative employment for those out of work. It also called for an expansionist economic policy and a high level of investment.

Another resolution, also unanimously approved, expressed the TUC's lack of confidence in the approach to national economic problems made by the Council on Prices, Productivity and Incomes (L.G., May, p. 481; Nov., p. 1253) and instructed the General Council to prepare a report on the economic condition of the nation recognizing the need for maintaining full employment and for improving living standards.

Also adopted was a resolution supporting a policy of trade with all nations and the removal of embargoes on trade with the Soviet Union, China and other such countries.

Robert Willis

The new Chairman of the TUC General Council, and thus leader of Britain's eight and a half million trade unionists, is Robert Willis, General Secretary of the London Typographical Society, one of the smaller unions in the TUC. He has been a member of the Council for 10 years.

He has the reputation of being a vigorous and aggressive trade unionist and in the past has been regarded as something of a rebel. He is considered one of the ablest speakers on the Council.

Born 54 years ago, he joined the London Society of Compositors in 1930 and became General Secretary in 1945. He took a leading part in the Society's amalgamation with the Printing Machine Managers' Trade Society in 1955 that formed the organization of which he is now General Secretary. From 1938 to 1945 he was Secretary of the London Trades Council, and since 1952 its Chairman.

On several occasions he has been an adviser to the British Worker Delegates to International Labour Conferences.

Nationalization

The TUC has re-affirmed its belief in nationalization. But it failed to adopt three resolutions urging the next Labour government to nationalize specific industries.

The convention adopted a resolution declaring "the urgent necessity for the nationalization of Britain's basic industries with priority for the key sections of the engineering industry and the renationalization of the iron and steel industry and that part of the road transport industry returned to private ownership".

Another resolution adopted expressed concern at the nature of many of the appointments to the boards of nationalized industries. It declared that only those with a belief in the "necessity and value" of nationalized industry should be appointed to boards of nationalized industries.

A resolution calling on the next Labour government to nationalize the whole of the port transport and shipping industry was withdrawn. Another demanding state ownership of the tobacco industry was heavily defeated. And a third calling for the nationalization of the building industry was remitted to the General Council.

Unanimously adopted was a resolution declaring that wages and salaries in nationalized industries and public services must compare favourably with those in industry generally.

Two composite resolutions on nuclear weapons and disarmament were discussed in the same debate.

The first called on the trade union movement, in co-operation with the Labour Party, to press the Government to take the

lead in bringing about the meeting of heads of main governments to secure agreement on stopping the testing and manufacture of nuclear weapons and on disarmament and the maintenance of peace.

The second viewed with concern the danger of continued development of instruments of mass destruction, the stockpiling of nuclear weapons and their constant immediate availability for use by patrolling aircraft. The existence of bases in Britain from which these weapons might be launched, it went on, represents a serious threat to the security of the British people and an obstacle to world peace. The motion called for the redirection of the world's resources towards social and economic betterment, and urged opposition to British manufacture of nuclear weapons and their use from British territory by any other power.

The first resolution was adopted, the second heavily defeated.

Sir Alfred Roberts, chairman of the TUC international committee, speaking for the General Council, recommended support of the first motion, because it was in line with the policy statement, but rejection of the second, because it did not support the policy statement. The motions, far from being complementary, were completely incompatible with each other, he said.

Both the TUC and the Labour Party were agreed on the horrors of nuclear war. "But how is unilateral disarmament going to prevent the dangers falling on us?" he asked.

A resolution that called for drastic curtailment of military expenditure was defeated. It held that such expenditure was largely responsible for inflation, for the curtailment of social services, and postponement of construction of roads, hospitals and schools.

In the debate, Sir Alfred Roberts said that any drastic reduction in the defence program would have a considerable impact on unemployment.

Meeting with WFTU

By a huge majority, a resolution proposing that the International Confederation of Free Trade Unions and the World Federation of Trade Unions "should meet to consider the possibility of common action" was defeated.

Sir Vincent Tewson, TUC General Secretary, opposed the motion because affiliates of the WFTU were not free to formulate their own decisions. "They are slaves of their own governments," he said, pointing out that the free labour movement formulated its own policies and could "play old Harry" with their governments.

He remarked that such a resolution had been submitted at many past congresses except last year's, presumably because of the events in Hungary. Apparently this year the resolution's sponsors had overlooked "the revulsion of feeling in the movement over the execution of Imre Nagy," he said.

The reactions of the WFTU and the ICFTU to the Hungarian revolution provided an example of their differences in policy.

Racial Clashes

During the week the TUC was meeting, racial clashes occurred in London and Nottingham. The General Council prepared a statement on the outbreaks, which the delegates approved unanimously.

The statement emphasized that it was the duty of all trade unionists and other responsible citizens to help in preventing recurrences of "such disorderly and dangerous demonstrations". It accused elements that had propagated racial hatred in Britain before the war of "once more fanning the flames of violence".

The statement then called on the authorities to deal with the rioters in an exemplary way and to seek out those inciting the disturbances and act against them "with the full severity of the law".

Trade unionists were urged to strive to ensure that all who live and work in Britain understand the rights and observe the obligations of citizenship. "Here is a field in which joint efforts in local communities can do so much to further tolerance and an appreciation of the difficult problems which are involved," the Council said.

"The trade union movement has been forthright in its condemnation of every manifestation of racial prejudice and discrimination in any part of the world," the statement pointed out.

Radiation Risks

In any establishment in which radiation hazards exist, the employer should be obliged by law to conform to an effective safety code, declared a resolution that was adopted unanimously. It also requested the TUC General Council to continue its efforts to obtain maximum protection for workers in such plants.

At present an employer using radioactive materials cannot be prosecuted for disregarding safety regulations because there are none, said the mover of the resolution. He suggested that one department of the Government, preferably the Ministry of Labour, should be responsible for all forms of radiation protection, and that a central

records office be established to which "exposure" details of workers changing jobs could be sent.

John Boyd of the Amalgamated Engineering Union, who is Chairman of the National Joint Council of the atomic energy industry, said that although the industry did not operate under regulations, there was a code whose standards were so high that visitors from other countries had expressed surprise at the high safety standards established.

Welfare

The Congress adopted resolutions calling for:

—An increase in retirement and widows' pensions.

—Negotiation by affiliated unions of adequate pensions. Unions should examine critically the existing pension arrangements of their members, with special reference to the need for transferability of pensions, this resolution urged.

—Withdrawal of all charges on doctors' prescriptions and an increase in the government grant to the National Health Service.

—Provisions of sufficient funds for building new hospitals and improving and enlarging existing ones.

Joint Strike Fund

Urging the TUC General Council to consider the possibility of a policy to protect unions from "the offensives of the present Government," a resolution, which was defeated, proposed a levy on union members to establish a "fighting fund" under the Council's control from which strikes "deliberately provoked by governmental policy" could be financed.

Defeat for the motion came after an 82-year-old delegate, J. H. Wigglesworth of the Iron, Steel and Metal Dressers' Trade Society, asked who was to judge whether the Government was the deciding factor in a strike, and reminded the delegates of the existence for the past 59 years of a strike fund to which 40 TUC affiliates still belonged.

Co-ordination of Policies

Without debate, a resolution was adopted asking the General Council to consider how to bring about greater co-ordination of the policies and activities of affiliated unions, and to report to next year's congress.

The resolution expressed grave concern at the failure of the movement fully to apply to recommendations of previous congresses designed to promote closer unity, federation and amalgamation between unions, and pointed to recent examples of action by unions in isolation from other unions directly concerned. (The 1957 congress defeated a resolution aimed at amalgamating the 184 TUC affiliates into 30 large unions (L.G., Oct. 1957, p. 1197).)

The method of co-ordination suggested was to resuscitate and revise the committees of representatives of related industries, which are provided for in the rules and which are set up every year but which never meet.

The mover of the resolution, John Horner, General Secretary of the Fire Brigades Union, pointed out that in recent years wage negotiations have become more and more inter-related, and that decisions in one industry had a close and direct bearing on other industries.

Compulsory Arbitration Ends in UK

Government revokes Industrial Disputes Order that created independent tribunal before which either party could take disputes for arbitration and whose awards were legally binding on both parties. TUC protests

Compulsory arbitration in industrial disputes in Britain is to end on March 1, 1959.

The Minister of Labour and National Service has announced that the Government will revoke the Industrial Disputes Order under which more than 1,000 legally-binding awards on pay and working conditions have been made in the past seven years affecting some 12,000,000 workers.

The Order will not apply in respect of any dispute not reported to the Minister of Labour and National Service before December 10, 1958.

This step does not alter such arrangements for voluntary arbitration as exist in a number of industries like coal mining and the railways. In all, some 10,000,000 workers not covered by the Order remain unaffected. They include employees in the various Government services, with their own highly-developed negotiating machinery, and in industries covered by Wages Councils whose decisions on pay and working conditions, once officially confirmed, have the law behind them.

Another form of voluntary arbitration still available is through the Industrial Court, a permanent tribunal independent of the Government whose decisions are not binding, but both parties must assent before a dispute goes before it. Furthermore, in disputes, the conciliation services of the Ministry of Labour are still available to both sides and the Minister has power, where he so decides, to set up a Court of Inquiry or a Committee of Investigation to find out the facts and report with a view to promoting a settlement. These Courts are regarded as a last resort and are infrequently appointed. Their reports do not bind the parties but must be tabled in Parliament; the ensuring publicity can have a marked effect in the settlement of the dispute.

The independent tribunal that the Industrial Disputes Order created replaced an earlier body, which came into being in 1940 and continued for 11 years. This previous tribunal was part of an emergency arrangement during the Second World War under which strikes and lockouts became illegal and which introduced compulsory arbitration into British industry.

Talks with both the Trades Union Congress and the British Employers' Confederation led to a revision of this wartime Order in 1951. The new Order lifted the ban on strikes and lockouts and modified the arrangements for compulsory arbitration. But the change was not made a law; it remained an administrative measure under the Defence Regulations. For seven years the Industrial Disputes Order has allowed either party to take the other to arbitration without its assent. And the tribunal's award has legally bound both the employers and the workers concerned.

The Order has, however, operated only under certain conditions. First, the party which referred the dispute to the Minister had either to take part "habitually" in the settlement of wages and working conditions or to organize a substantial proportion of the workers or employers in the industry. Secondly, to ensure that available collective bargaining machinery was fully used, the Minister could refer the dispute to the tribunal only after he was satisfied that all other practicable ways of finding a solution had been tried.

Another important feature of the Order has been its offer of an avenue for a trade union or an employers' organization which "habitually" has been a party to settling pay and working conditions, to take an "issue" before the tribunal.

Such an issue could arise when a union reported an employer who was not honouring the recognized wage levels or other conditions of employment in the industry. By an award the tribunal could legally oblige him to do so.

The recent decision to end the Order arose from a Government wish to wind up the Defence Regulations under which it was made.

Asked by the Ministry of Labour for their views on the future of the Order, the TUC said that they would like its provisions embodied in legislation. While the Order was not perfect, it had worked well for seven years and the facilities it provided should not be dismantled. In September the 1958 Congress added its unanimous weight to these views by calling for the appropriate legislation.

The British Employers' Confederation did not agree with the TUC. Their view was that arbitration on the model of the Order should be open only to those industries where both sides agree in advance to contract into it. Such an agreement would, it was thought, put both parties under a moral obligation to honour the findings.

Last January talks at the Ministry of Labour failed to find a bridge between these different opinions. In face of this disagreement between the two sides the Minister had to take his decision.

In deciding to end the Order, the Minister acted on the grounds that it was out of keeping with the voluntary spirit of industrial relations in Britain to use, in normal times, a method by which one or other party could be coerced by law. Further, it had become plain that compulsory arbitration in its present form had features which did not command the support of many employers, and it had been understood at the outset in 1951 that the Order was an experiment to be reviewed at any time.

Protesting the Minister's decision, the TUC declared that, while trade unions always prefer joint agreement through collective bargaining and that while the vast majority of differences between managements and workers about wages were settled in this way, there is at times a need for arbitration; and, in the TUC's view, the Industrial Disputes Tribunal provided a method of arbitration which has given wide satisfaction for a long period, contributing much to industrial peace.

A particular feature of the Minister's decision which drew the fire of the TUC was the loss of machinery to deal with "issues". It said: "The TUC consider there were only minor differences between the

(Continued on page 1404)

Successful Rehabilitation—XIII

Thirteenth in series of articles on success in rehabilitation achieved through the precise matching of the handicapped person to the job

This is the thirteenth in a series of articles illustrating that community co-operation in the treatment, training, guidance and placement of a disabled person can often enable him to meet all the essential requirements of a job. It was written by A. L. S. Ireton of the Public Relations Branch of the Unemployment Insurance Commission from material supplied by the Commission's Quebec Regional Office.

Can a person who has undergone electro-shock treatment for severe mental depression be successfully re-employed within a short time after completion of the treatment? Yes—if the re-employment takes place under the proper circumstances and if the person has the benefit of proper guidance.

Here is an example of what can be and has been done in a case of this kind. Joan, 20 years old, completed high school and then attended a commercial school, from which she received a diploma. She went to work as a secretary with a large manufacturing firm; but her real interest was in hospital work. She registered at a general hospital as a student, with the aim of becoming an X-ray technician.

At the end of a year of work and study she was completely exhausted and the victim of severe mental depression. Her physician recommended that she undergo electro-shock therapy. The results of this treatment were so satisfactory that a few months later Joan decided to put her recovery to the test and visited her local National Employment Office.

She informed the general placement officer that she was unemployed following a nervous breakdown. As a result of this information the Special Placement Officer was called in and rehabilitation counselling was begun at once. Joan was still receiving psycho-therapeutic treatment, although the treatments were relatively infrequent. The Special Placement Officer was kept informed of these treatments and the progress that Joan was making.

The Special Placement Officer dissuaded Joan from pursuing her career of hospital work but recommended instead employment in a suitable environment that involved regular hours. This met with the complete approval of her physician.

While Joan could still perform office work she did complain of a certain inability to

concentrate and a lack of mental alertness as a result of the electro-shock therapy. This condition caused her considerable distress but fortunately showed steady improvement.

Joan's problem was further complicated by the fact that her father was an invalid and totally blind. She needed some sort of income to enable her to contribute to the support of her family.

Joan was first referred to part-time employment with a small manufacturer but the earnings were insufficient for her needs. She tried a Civil Service examination for employment as a typist. She passed the examination but no vacancies were immediately available.

While visiting an employer an officer of the National Employment Service was informed of a vacancy for an order clerk in a large departmental postal order office. When the personnel manager, who strangely enough was herself physically handicapped, was informed of Joan's case she agreed at once to interview her. She was impressed with Joan's sincerity, personality and qualifications and hired her immediately.

Joan is now happily and gainfully employed, a result that was achieved by her own determination, wise counselling on the part of the Special Placement Officer, and sympathetic understanding on the part of the employer.

When the National Employment Service was established by the Unemployment Insurance Act of 1940, a Handicapped Section of the Special Placements Division was set up to provide special employment assistance to physically disabled workers. It was created for the express purpose of rehabilitating into employment those disabled persons capable of working but who, because of their physical, mental or emotional handicaps, might otherwise remain on the fringe of the employment market. The Section's special placement officers concentrate their efforts on, in the words of the manual of instructions, persons who, on account of injury or disease of a character which is likely to last more than six months, or on account of congenital conditions, are substantially handicapped in obtaining or keeping employment of a kind generally suited to their age, previous experience and qualifications.

Second Atlantic Region Workshop

More than 80 persons attend five-day conference on rehabilitation
Construction begins on Rehabilitation Institute of Montreal. For sixth
year in a row, Montreal holds "Employ the Handicapped Week"

The Second Atlantic Region Workshop on Rehabilitation of Disabled Persons was held on Prince Edward Island in October. More than 80 persons, representing various groups working in rehabilitation in Canada, attended the five-day conference.

Among the speakers who addressed the meeting were: L. T. Hancock, Principal of the Maritime School of Social Work; Dr. Dugald S. Arbuckle, professor at the School of Education, Boston University; and Dr. Gustave Gingras, Medical Director of the University of Montreal School of Rehabilitation and Executive Director of the Rehabilitation Institute of Montreal.

Three consecutive sessions on interviewing and counselling were conducted by Mr. Hancock and three lectures on vocational guidance and counselling were given by Dr. Arbuckle. Dr. Gingras addressed a dinner attended by the Workshop participants and members of Prince Edward Island's medical profession.

Conference delegates took part in two discussions entitled "The Place of the Handicapped in the Labour Force" and "The Employer and the Disabled". A panel discussion, "The Placement of the Handicapped," was also held, with Ian Campbell, National Co-ordinator of Civilian Rehabilitation, acting as moderator.

The Workshop concluded with an open discussion on "More Effective Rehabilitation Services in the Atlantic Provinces". Noel Meilleur, Assistant Co-ordinator of Civilian Rehabilitation, acted as moderator.

* * *

Work at the site of the rehabilitation centre, hospital and headquarters of the Rehabilitation Institute of Montreal has been started.

The new building has been designed to include a six-storey section providing for 111 beds for patients requiring convalescent treatment or hospitalization.

The building will also include a swimming pool and treatment baths, and facilities for physiotherapy, occupational therapy, speech therapy, psychological treatments and other phases of rehabilitation.

At present the Rehabilitation Institute occupies two floors of the Montreal Convalescent Hospital.

Special efforts to interest Montreal employers in hiring handicapped persons were made during the week of October 5 to 11 by the National Employment Service and the Montreal Council for the Guidance of the Handicapped.

George P. Reid, Manager of the Montreal metropolitan NES office, said the aim of the campaign was to convince employers of the fine and varied work that the handicapped can do. A handicap is no barrier to employment as long as the NES can find the type of work they can do, he said.

He reported that some 2,500 disabled persons found jobs last year, but pointed out that this was far from the peak reached in 1956, when 6,000 were placed.

This was the sixth year an "Employ the Handicapped Week" has been held in Montreal. Sixteen other centres in the province held similar campaigns this year.

* * *

Around the Provinces

Because of the reduction in the incidence of polio, the Canadian Foundation for Poliomyelitis is making its rehabilitation services available to all disabled persons in need of them, the Foundation has announced.

The University of British Columbia's College of Education has opened the first school in Canada for teachers of handicapped children. Prof. J. A. Richardson, former Deputy Director of the Remedical Education Centre at the University of Queensland, Australia, has been appointed to head the new school. The new department is offering three courses, and will co-operate with the University's Faculty of Medicine at the rehabilitation centre at the Vancouver General Hospital.

The Ontario Workmen's Compensation Board Hospital and Rehabilitation Centre at Downsview was officially opened on October 29. The new buildings have been in use since July 1 (L.G., July, p. 715).

W. E. Milton has been appointed Superintendent for the Quebec Division of the Canadian National Institute for the Blind.

Women's Exhibition in Switzerland

Two-month exhibition devoted to life and activities of Swiss women illustrates her place in her country's economy. Employers and unions co-operate in preparation of largest pavilion, "In Praise of Work"

An exhibition devoted to the life and activities of Swiss women was held in Zurich from July 17 to September 15.

The theme of the exhibition was the place of the Swiss woman in the economy of her country. Exhibits showed her activities and responsibilities in the family as well as in public life, her ideas on her position and her aspirations towards achievement of political rights. The Alliance of Swiss Women's Societies initiated the plan for the exhibition, which was organized by a committee representing all Swiss women's organizations. The chief architect, Mme. Annamarie Hubacher of Zurich, was assisted by 22 other women architects and 22 women designers and commercial artists.

One of the most colourful exhibits was the "House of the Cantons" containing displays revealing the characteristics, indus-

tries, handwork, arts and customs of the 22 Swiss cantons.

"In Praise of Work," the largest pavilion, showed women's many occupations and their importance to the country. Public authorities, employers and trade unions co-operated in the preparation of this section. Showings were given here of a documentary film financed by the Swiss Federation of Trades Unions on Swiss women's vocational and professional work.

Among the other exhibits were "Women and Money," which included a replica of a Swiss bank whose President is a woman; "Parents and Children," "Health and Medical Development," "Beaux Arts," "In Service of the Nation" and "The Ideal Home," as well as exhibits of fashions and food.

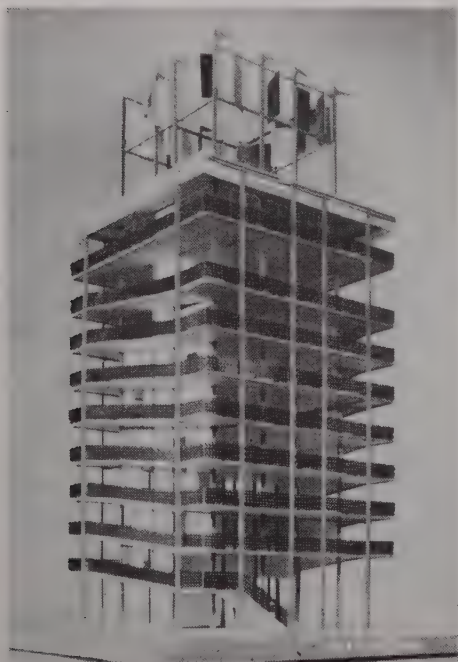
Daily programs of lectures, concerts, films, dances and special entertainments contributed to the liveliness and colour of this unique exhibition.

Canadian Woman Elected to Executive Of International Bookbinders Union

Mrs. Betty Whittaker, President of Local 28 (Toronto) of the International Brotherhood of Bookbinders, was elected 6th Vice-president of the Brotherhood at this year's convention. She was the only Canadian running for office.

Mrs. Whittaker, a member of Local 28 for more than 12 years, is also Vice-president of the Ontario Federation of Printing Trades Unions and Secretary-Treasurer of the Ontario Bookbinders Council.

Women are at present eligible to run only for the offices of 2nd to 6th Vice-president in the International Brotherhood of Bookbinders. However, a resolution calling for the right of women members to run for the three top offices—President, Secretary-Treasurer and 1st Vice-president—was referred to the executive council by the international convention held in Montreal in July 1958. A report on this resolution will be made at the next convention.



A model of the nine-storey building built especially for the Swiss Women's Exposition at Zurich this past summer

50 Years Ago This Month

Strict supervision of immigration did much to curtail inconvenience resulting from over-supply of labour in 1908. That autumn, employment outlook was not good but greater activity predicted for spring of 1909

"The strict supervision of immigration by the Dominion Government has done much to curtail the inconvenience resulting from an over-supply of labour," the LABOUR GAZETTE reported in December 1908.

Immigration during the period April to October 1908 fell to 109,575 from 212,024 in the same period of 1907. Immigration from the United Kingdom did not decline as drastically as the total; the British Board of Trade reported that the number of emigrants leaving the United Kingdom for "British North America" during the period January to September 1908 had dropped only to 33,320 from 43,185 in the same period of 1907.

"The closing of navigation and the general cessation of outdoor work usual at this season threw a large number out of employment, and the outlook at many points was for a repetition of the conditions which prevailed last year," the same issue of the LABOUR GAZETTE reported.

It also pointed out that "owing to the comparative lack of activity during the past six months" the workmen affected were less able financially than they had been the year before "to face a period of enforced idleness".

However, the LABOUR GAZETTE predicted "a considerable increase in general activity with the resumption of work in 1909".

The LABOUR GAZETTE printed in full the report of a conciliation board that had been set up in the middle of September to mediate in a dispute between the Canadian Northern Railway Companies and the Brotherhood of Locomotive Engineers. The dispute affected "81 men directly and 261 men indirectly, and related to a question of wages and general conditions of employment". The men were demanding increased wages and "a uniform set of working articles".

The board made a personal inspection of certain conditions on the three railways contained in the Canadian Northern system. As a result of knowledge thus gained it had been able to recommend a number of improvements in the working conditions of the engineers, especially at points where the men "are frequently forced to remain over night and sometimes after a long trip

in most inclement weather". These suggestions were accepted immediately by the company.

The board decided that "the wages paid the engineers were insufficient in comparison with the services performed and compared unfavourably with those paid by other lines". However, in recommending an increased scale of pay it took into account the greater opportunities for promotion on that railway compared with the older roads.

The rates of pay recommended by the board ranged from \$3.10 to \$4.05 per 100 miles or day of 10 hours for senior engineers, and from \$2.75 to \$3.70 for juniors.

The board's report was accepted by the employees. It was believed at that time that the company's acceptance was being delayed only by the absence in England of D. B. Hanna, Vice President of the Canadian Northern system.

At a meeting in Moncton during November delegates from the various local unions of the International Brotherhood of Railway Employees in the Maritimes and Quebec decided to sever their affiliation with the union and to form "a purely Canadian Brotherhood of Railway Employees with headquarters at Halifax".

A grand council was constituted with A. R. Mosher, of Halifax, as grand president; W. N. Collins of Saint John, N.B., as grand vice president; and M. M. Maclean of Halifax as grand secretary-treasurer. "A general Board of Supervision was also formed," the LABOUR GAZETTE reported. (A. R. Mosher is now an honorary president of the Canadian Labour Congress, M. M. Maclean retired April 30 this year as Assistant Deputy Minister of Labour.)

"The membership of the brotherhood is stated to be in the neighbourhood of 1,000, with local unions at all important stations on the Intercolonial Railway system," the report added.

By an order-in-council dated November 21, 1908, Frederick A. Acland, Secretary of the Department of Labour, was appointed Deputy Minister of Labour to fill the vacancy caused by the resignation of W. L. Mackenzie King (L.G., Oct., p. 1137).



Joint consultation spearheads a broad program of labour-management co-operation at Victory Soya Mills Limited, Toronto.

VSM, a subsidiary of Procter and Gamble of America, recently established its best safety record in 13 years: no lost-time accident in over 12 months. At last report, the figure was 380 accident-free days—and is still climbing.

Vice president R. G. Loftus and George Englefield, President of Local 247 of the International Chemical Workers Union, both attribute this achievement to the excellent working relations among labour and management members of the plant's three principal joint consultation committees: Labour-Management, Supervisors' Safety, and Plant Safety.

A continuing vigilance is needed to ensure that company "no smoking" regulations are obeyed by personnel of outside trucking and steamship lines. This responsibility is delegated to foremen of VSM crews loading and unloading in wharf and warehouse areas. Victory's traffic department also helps by conducting a continuous reminder-by-letter campaign.

Two special features of VSM's safety program are the Unsafe Act Report and the "buddy" system. The essence of the former is speed, because an unsafe act is stopped, criticized and documented on the spot. If a man is performing a job in a way that may harm him, the fellow employee or foreman who discovers it stops him and discusses the hazard. Only when the two parties agree that the act was potentially harmful is a report submitted. The plan provides a "running report" on safe conduct, making it easier to spot the "accident prone" worker.

The "buddy" system arose from the premise that if two new men work together, their accident potential is high. VSM's policy is that each new man should work alongside one experienced man. The "old hand at the game" is thus always present to teach the greenhorn the company's safety standards, and to remind him of the hazards that go with his job.

* * *

Close partnership on plant operations is one of the highlights of labour-management relations at Canadian Refractories Limited, Kilmar, Que.

An employee-management committee, comprising three management representatives and three members appointed from the Magnesite Workers Federal Union, meets once a month to discuss a wide variety of plant problems. At a recent meeting, the committee covered a list of technical topics ranging from the spinning of bosun's chairs for raising and lowering men in silos, through the merits of grease fittings for rack carriers, to the pros and cons of power ventilation.

Company promotion in the field of safety has stimulated the interest and participation of the firm's 175 employees to such a pitch that they can now claim a safety record of more than 1,000,000 hours of work without a single lost-time accident. For two consecutive years, 1956 and 1957, the Kilmar staff has won the safety shield of the Industrial Accident Prevention Associations of the province of Quebec.

L. R. Thomas, Works Manager at Canadian Refractories, has nothing but praise for the spirit of co-operation generated throughout the plant by the Labour-Management Committee's activities; and Gilbert Pearson, President of Local 145 of the MWFU, asserts that the committee is providing an excellent two-way channel of communication between management and employees.

* * *

Stepped-up operational efficiency in the building of dams and power plants, and an improved camp life, accompanied the establishment of labour-management committees at the Ontario Hydro Electric Power Commission's projects at Whitedog Falls and Caribou Falls in Northwestern Ontario.

Although the two projects are considered as one, there were difficulties because Whitedog and Caribou are 15 miles apart. The 1,800 employees involved in the work are located at a number of points over a wide area.

For these reasons the organization of committees at both sites established between labour and management a much needed channel of communication on matters concerning progress of the work. Throughout the building period, support for joint consultation has been supplied enthusiastically by management and by the various trade unions affiliated with the Ontario Hydro Construction Allied Council (CLC).

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for six days during October. The Board issued eight certificates designating bargaining agents, ordered seven representation votes, and rejected seven applications for certification. The Board also granted one application for revocation of certification and, following requests under Section 61 (2) of Act for review of earlier decisions, issued four amending certificates. During the month the Board received nine applications for certification and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. International Union of Operating Engineers, Local 115, on behalf of a unit of construction equipment operators employed by the Poole Construction Company Limited in the area of Whitehorse, Y.T. (L.G., Oct., p. 1140).

2. United Mine Workers of America, District 50, on behalf of a unit of uranium fuel rod fabricators employed by AMF Atomics (Canada) Limited, at Port Hope, Ont. (L.G., Oct., p. 1140).

3. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of maintenance employees of Wheeler Airlines Limited, employed at St. Jovite, Montreal, and Val d'Or, Que., Frobisher Bay, Site 41, Great Whale and Fox, N.W.T., and Goose Bay, Labrador. The Wheeler Airlines Limited Employees' Association intervened (see representation votes, below).

4. International Association of Machinists, Automotive Lodge 1857, on behalf of a unit of vehicle maintenance and repair shop employees of Gill Interprovincial Lines Limited employed in its Vancouver Division (L.G., Oct., p. 1140).

5. Canadian Merchant Service Guild, Inc. (Eastern Branch), on behalf of a unit of deck officers employed aboard the MV *George Hindman* by the Hindman Transportation Company Limited, Owen Sound, Ont. (L.G., Nov., p. 1285).

6. Line Drivers, Warehousemen, Pickupmen and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of warehousemen, local and line drivers employed by East-West Transport Ltd., and operating in and out of its terminal at Burnaby, B.C. (L.G., Nov., p. 1285).

7. The Syndicate of Employees of CFGT, on behalf of a unit of employees of Radio Lac St-Jean Limitée employed at Radio Station CFGT, Alma, Que. The National Association of Broadcast Employees and Technicians, intervened (see applications for certification received below).

8. General Truck Drivers' and Helpers' Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hill the Mover (Canada) Limited employed in its sub-branch at Chilliwack, B.C. (see applications for certification received, below).

Representation Votes Ordered

1. United Steelworkers of America, applicant, Consolidated Denison Mines Limited, Spragge, Ont., respondent, and International Union of Mine, Mill and Smelter Workers, intervener (L.G., Sept. p. 980). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: A. B. Whitfield) (see applications for certification rejected, below).

2. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, applicant, Hull City Transport Limited, Hull, Que.,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

respondent, and The Hull City Transport Employees' Syndicate, intervener (L.G., Sept., p. 980). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: B. H. Hardie) (see applications for certification rejected, below).

3. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, applicant, Wheeler Airlines Limited, St. Jovite Station, Que., respondent, and Wheeler Airlines Limited Employees' Association, intervener (L.G., Oct., p. 1140). The Board directed that only the name of the applicant union be placed on the ballot (Returning Officer: C. E. Poirier) (see applications for certification granted, above).

4. Members of bargaining unit employed on *MV Imperial Namu*, *MV Imperial Nanaimo*, and *Barge No. 10*, applicants, the Seafarers' International Union of North America, Canadian District, respondent, and Imperial Oil Limited, Vancouver, respondent. The Board ordered a vote of the employees following consideration of an application for revocation of certification (L.G., Oct., p. 1141) (Returning Officer: D. S. Tysoe) (see application for revocation of certification granted, below).

5. Seafarers' International Union of North America, Canadian District, applicant, and Northern Transportation Company Limited, Edmonton, Alta., respondent (Western Arctic) (L.G., Sept., p. 980). The Board

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

directed that the vote be taken at the opening of the 1959 navigation season (Returning Officer: D. S. Tysoe).

6. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Husband Transport Limited, London, Ont., (Montreal Terminal) respondent (L.G., Oct., p. 1139) (Returning Officer: C. E. Poirier).

7. Brotherhood of Railroad Trainmen, applicant, The New York Central Railroad Company (Northern District), respondent, and The Railroad Yardmasters of North America, Inc., intervener (yardmasters employed in Canada Southern Division) (L.G., Aug., p. 881). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: T. M. McRae).

Applications for Certification Rejected

1. Brotherhood of Locomotive Engineers, applicant, Canadian National Railways, respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (Newfoundland District). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board (L.G., Oct., p. 1139).

2. United Steelworkers of America, applicant, Consolidated Denison Mines Limited, Spragge, Ont., respondent, and International Union of Mine, Mill and Smelter Workers, intervener. The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board (see representation votes, above).

3. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, applicant, Hull City Transport Limited, Hull, Que., respondent, and The Hull City Transport Employees' Syndicate, intervener. The application was rejected for the reason that the applicant did not secure the support of a majority of the employees in the voting unit agreed upon as appropriate by the parties (see representation votes, above).

4. International Union of Operating Engineers, Local 115, applicant, and Dawson & Hall Limited, Vancouver, B.C., respondent (Yukon Territory). The application was rejected for the reason that it was not supported by a majority of the employees affected (L.G., Oct., p. 1139).

5. International Union of Operating Engineers, Local 115, applicant, and John A. MacIsaac Construction Co. Ltd., Whitehorse, Y.T., respondent. The application was rejected for the reason that it was not supported by a majority of the employees affected (L.G., Oct., p. 1140).

6. The Transport and General Workers Union, Local 1050 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, The Newfoundland-Great Lakes Steamships Limited, Botwood, Nfld., respondent, and Longshoremen's Protective Union of Botwood, Nfld., intervener. The application was rejected for the reason that the applicant had no members in good standing within the meaning of the provisions of Section 15 of the Board's Rules of Procedure, having regard to the provisions of the constitution of the applicant union (L.G., Nov., p. 1285).

7. Wheeler Airlines Limited Employees' Association, applicant, Wheeler Airlines Limited, St. Jovite Station, Que., respondent, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, intervener. The application was rejected for the reason that the applicant had no members in good standing in the unit applied for under the provisions of Section 15 of the Board's Rules of Procedure (L.G., Nov., p. 1285) (see also applications for certification granted, above).

Application for Revocation of Certification Granted

The Board granted an application for revocation of certification, following the taking of a representation vote, affecting members of the bargaining unit employed on *MV Imperial Namu*, *MV Imperial Nanaimo*, and *Barge No. 10*, applicants, the Seafarers' International Union of North America, Canadian District, respondent, and Imperial Oil Limited, Vancouver, respondent (see representation votes, above).

Requests for Review under Section 61 (2) of Act Granted

International Longshoremen's Association, Independent, applicant, and Eastern Canada Stevedoring Co. Ltd., Terminal Warehouses Limited, Caledon Terminals Limited, and Cullen Stevedoring Company Limited, Toronto, respondents (L.G., Nov., p. 1285). The Board issued amending certificates extending the scope of the bargaining units previously established to include certain additional casual employees.

Applications for Certification Received

1. The Syndicate of Employees of CFGT, on behalf of a unit of employees of Radio Lac St-Jean Limitée employed at Radio Station CFGT, Alma, Que. (Investigating Officer: R. Trépanier) (see applications for certification granted, above).

2. General Truck Drivers' and Helpers' Union, Local 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hill the Mover (Canada) Limited employed in its sub-branch at Chilliwack, B.C. (Investigating Officer: D. S. Tysoe) (see applications for certification granted, above).

3. International Woodworkers of America, Local 1-71, on behalf of a unit of employees of the Vancouver Tug Boat Co. Ltd., engaged in booming and rafting in the area of Twin Creeks, Howe Sound, B.C. (Investigating Officer: G. R. Currie).

4. International Association of Machinists, on behalf of a unit of employees of Canadian Arsenals Limited (Small Arms Division, Long Branch, Ont.) (Investigating Officer: F. J. Ainsborough).

5. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Bicroft Uranium Mines Limited, Bancroft, Ont. (Investigating Officer: A. B. Whitfield).

6. National Association of Broadcast Employees and Technicians on behalf of a unit of Film Editing Department employees of the Western Ontario Broadcasting Company Limited (CKLW-TV), Windsor, Ont. (Investigating Officer: T. B. McRae).

7. Longshoremen's Protective Union, on behalf of a unit of longshoremen employed by The Newfoundland-Great Lakes Steamships Limited at Botwood, Nfld. (Investigating Officer: W. L. Taylor).

8. Warehousemen & Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mail truck drivers and helpers employed by H. W. Bacon, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

9. The Nordair Employees' Syndicate, on behalf of a unit of maintenance employees of Nordair Ltd., Roberval, Que. (Investigating Officer: C. E. Poirier).

Application for Certification Withdrawn

Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, applicant, Transport Hull Metropolitain Limited, Hull, Que., respondent, and The Hull City Transport Employees' Syndicate, intervener (L.G., Sept., p. 980).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During October, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (Conciliation Officer: F. J. Ainsborough).

2. British Columbia Towboat Owners' Association and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

3. Hill the Mover (Canada) Limited, Winnipeg Terminal, and Local 979, General Drivers, Warehousemen and Helpers, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn).

4. British Columbia Towboat Owners' Association and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

Settlement by Conciliation Officer

Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (Conciliation Officer: F. J. Ainsborough) (See above).

Conciliation Boards Appointed

1. Smith Transport Limited (Maritimes) and Transport Drivers, Warehousemen and Helpers Union, Local 106 (L.G., Oct., p. 1141).

2. Minshull Storage and Van Limited, Halifax, and Local 927, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Sept., p. 980).

Board Reports Received during Month

1. Canadian Pacific Transport Limited, Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport

Workers, Division 198 (L.G., Oct., p. 1141). The text of the report is reproduced below.

2. Robin Hood Flour Mills, Limited, Calgary, and United Packinghouse Workers of America, Local 326 (L.G., Oct., p. 1141). The text of the report is reproduced below.

Settlement following Board Procedure

Canadian National Railways (Barge and Ferry Service, Port Mann, B.C.) and National Association of Marine Engineers of Canada, Inc., and Canadian Merchant Service Guild, Inc. (L.G., July, p. 761).

Report of Board in Dispute between

**Canadian Pacific Transport Company Limited, Winnipeg
and**

**Canadian Brotherhood of Railways Employees and Other
Transport Workers**

The Conciliation Board appointed by you, consisting of G.P.R. Tallin, QC, Chairman; Harold J. Riley, QC, the Company's nominee; and Alistair Stewart, the Employees' nominee, was duly constituted.

The Board held several sittings, the dates of which are set out in the statement of sittings submitted with this report. The Company was represented by L. Jacobsen, C.P.R. Personnel Officer, Montreal; V. A. Birney, Superintendent of the Company at Winnipeg; and B. Pass and C. E. Aked, both of Winnipeg. The union was represented by W. H. Thompson, Blake Morden, Keith Gorrell, and G. Lanchberry.

The dispute referred to the Board arose out of the failure of the parties to agree upon amendments to be made to the collective agreement between them, effective from April 1, 1956.

Company's Operation

The nature of the Company's business is described in its written submission to the Board. It consists in the transportation of commodities between certain points in Manitoba and Saskatchewan. It was acquired through purchase by the Canadian Pacific Transport Company Limited in 1948. Its head office is in Winnipeg, from which place

During October, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 198, and Canadian Pacific Transport Company Limited, Winnipeg.

The Board was under the chairmanship of Dean G. P. R. Tallin, QC, Winnipeg, who was appointed by the Minister on the joint recommendation of the other two members, Harold J. Riley, QC, and Alistair Stewart, both of Winnipeg, nominees of the company and union respectively.

The text of the report is reproduced here.

its main line services extend through Brandon and Regina to Saskatoon and Swift Current. Short or peddle line services are provided between Swift Current and East End in Saskatchewan and between Brandon and Portage la Prairie in Manitoba. Maintenance requirements are performed in the Company's garage in Winnipeg. Terminals are maintained at Winnipeg, Brandon, Regina, Swift Current, and Saskatoon. A portion of the traffic is by way of semi-trailer on the highways, the greater part of the remainder by way of trailers on flat cars of the Canadian Pacific Railway—the so-called "piggy-back" service—and a much smaller part by way of boxcars of the Canadian Pacific Railway.

While the total number of employees represented by the union necessarily varies with the volume of traffic handled, it was 87 during March 1958. There were 13 over-the-road drivers, 3 line drivers, 62 warehousemen and pick-up men, 2 mechanics, 1 mechanic's helper, and 6 clerks and stenographers.

On November 18, 1948, the Canadian Brotherhood of Railway Employees and Other Transport Workers was certified as bargaining agent for the employees of the Company, and the first collective agreement was made effective January 1, 1949. The agreement presently in effect became effective April 1, 1956.

The warehousemen, who constitute 71 per cent of the employees represented by the union under the present agreement, receive \$1.25 per hour. Drivers receive 4.9 cents per mile or, if on an hourly rate, \$1.32 per hour, and in addition the great majority, who meet certain prescribed standards, receive what is known as a safe driving and safe handling bonus of four-tenths of a cent per mile. All employees represented by the union also receive, in addition to their wages, the benefit of

participation in the Benefit Plan for Non-operating Employees of Canada Railways, which costs the Company \$4.25 per month per employee, and represents an increase in wage costs estimated by the Company at about 2 per cent per hour worked.

Course of Negotiations

Under date of January 31, 1958, the representative of the employees gave notice to the Company of their desire to revise the collective agreement. A statement of proposed amendments accompanied the notice. The Company estimates that the annual cost of giving effect to the proposed amendments would be in excess of \$114,000.00. At a meeting between the parties on March 5 the employees' requests were reviewed, and their committee had the opportunity of presenting arguments in support of each proposal. The parties met again on March 25, when the Company pointed out that the wage rates and working conditions of the employees were better than those of the employees of any competitive trucking company in the area of the Company's operations, and for this reason, and because the requests were unrealistic, refused to grant them.

After several further meetings the Company on June 13 indicated that if a reasonable settlement of all other matters in dispute could be obtained, it would make a number of concessions, which may be summarized as follows:

1. Weather, terminal and road delay time for over-the-road drivers to be paid for at the minimum hourly wage rate at the nearest terminal instead of 72 cents per hour, an increase of between 38c. and 43c. per hour.

2. Over-the-road drivers' lay-over at away-from-home terminal after 16 hours to be paid for at 15 cents per hour less than the applicable terminal rate at the away-from-home terminal for a maximum of eight hours in twenty-four, instead of 72 cents per hour, an increase of between 23c. and 43c. per hour. If an employee is required to work while held over at away-from-home terminal he will be paid the applicable terminal rate.

3. One additional statutory holiday, Boxing Day.

4. Participation in the benefit plan of the organized, non-operating employees of Canadian Pacific, to the cost of which employer and employee will each contribute \$4.25 per month per employee.

5. Differential of 5 cents per hour now being paid to terminal employees at Regina and Saskatoon to be paid also to terminal employees at Swift Current.

6. Meal period for terminal and office employees to be not more than one hour instead of not more than 1½ hours, thus providing for nine hours' work in a spread of ten instead of 10½ for terminal employees and for eight hours' work in a spread of nine instead of 9½ for office employees.

7. The Company to pay the cost of laundering overalls of mechanics and mechanics' helpers.

With the understanding that the foregoing improvements would become part of a new agreement, all matters in issue between the parties were disposed of except:

1. Wage rates.
2. Hours of work.
3. Annual vacations.
4. Duration of the agreement.

On the matters remaining in dispute after June 13, the Company proposed at that time that:

1. (a) Wage rates for terminal employees would be increased by 2 per cent on April 1, 1958; by 2 per cent on October 1, 1958; and by a further 2 per cent on April 1, 1959.

(b) Wage rates for office employees would be increased by 3 per cent on April 1, 1958; by 2 per cent on October 1, 1958; and by a further 2 per cent on April 1, 1959.

(c) Wage rates for mileage-rated, over-the-road drivers would be increased by the percentages and on the same dates as increases for terminal employees.

(All the percentage increases referred to above were to be percentages of the present wage rates.)

2. No change would be made in hours of work.

3. No change would be made in annual vacations.

4. The duration of the agreement would be two years from April 1, 1958, but would continue thereafter subject to the same provisions for being re-opened as in the current agreement.

The employees' proposals were then as follows:

1. (a) That the per-mile rate for highway drivers be increased by one-tenth of a cent per mile.

(b) That all road expenses should be paid by the Company.

(c) That wage rates for line drivers would be increased by 35 cents per hour.

2. That a five-day, forty-hour week be established.

3. That overtime should be paid after eight hours' work in any one day.

4. That provision would be made for one day's vacation after each month's service up to a maximum of two weeks.

As the discussions had failed to produce agreement, the employees applied for conciliation services and a conciliation officer, Mr. J. J. Gunn, was appointed on June 17, 1958.

The parties met jointly with Mr. Gunn on several occasions, and each party met with him separately on a number of occasions, but though each party made certain concessions agreement was not reached on all points.

On the question of annual vacations with pay, the parties tentatively agreed to adopt the formula laid down in the federal Annual Vacations Act.

On the question of hours of work, the employees' request was reduced to nine hours per day, and forty-five hours per week for terminal staff, with daily overtime and to forty hours per week for office workers with daily overtime payable after eight hours. There was no change in the Company's position on this point.

On the question of wages, the employees' request was reduced to 20 cents per hour for all employees other than highway drivers, and for highway drivers was altered to an increase of a cent and one-tenth per mile, with drivers being responsible for their own road expenses, or an increase of one-tenth of a cent per mile with road expenses paid by the Company. After the conciliation officer had proposed an increase of 10 cents per hour, effective April 4, 1958, the Company submitted the following counter-proposal:

Terminal employees and monthly-rated drivers:

Effective April 1, 1958	—\$1.28 per hour
“ October 1, 1958	— 1.32 “ “
“ April 1, 1959	— 1.36 “ “

Over-the-road drivers:

Effective April 1, 1958	—5. cents per mile
“ October 1, 1958	—5.2 “ “ “
“ April 1, 1959	—5.4 “ “ “

(Before the Board, the Company representative stated that the above counter-proposals were put forward only on condition that a satisfactory agreement could be reached on all other points.) The counter-proposals were rejected by the employees.

On the question of duration of contract, the representatives of the employees stated that they were convinced they could prevail upon their national office to approve of an agreement to run for a two-year term from April 1, 1958, if such agreement provided for the wage increases and other terms requested by them.

Finally, as no agreement was reached in the proceedings before him, Mr. Gunn on July 30, 1958 recommended the appointment of a Board of Conciliation, and the present Board was appointed by you on August 5, 1958.

By consent of both parties meetings of the Board with the representatives of the parties did not commence until October 1, 1958, since which date numerous meetings have been held.

In the proceedings before the Board the issues other than that of wages have assumed little importance.

On the question of vacation with pay, both parties have agreed that the vacation clause in any new agreement to be made between them will be re-written to meet the requirements of the Annual Vacations Act.

On the question of hours of work, the employees' demands for a reduction of hours has in effect been dropped, except as it applies to eight office employees of the Company. The Board is of the opinion that this point will not stand in the way of agreement between the parties if agreement can be reached on the question of wages.

The question of duration is closely related to that of wages. Both parties would agree to a two-year agreement if wage provisions were satisfactory.

On the question of wages, neither party has been willing in proceedings before the Board to make any concessions. The employees still adhere to their demand for 20-cents-an-hour increase, and the Company to its original offer before the conciliation officer.

The employees in their brief argue that the Company should pay wages comparable to those paid to employees of the Canadian Pacific Railway Company who perform similar services, or in the alternative at least to the wages paid to the employees of other highway transport companies such as Dench, O.K. Valley, and Island Freight, all of which operate outside the Company's area of operation. Their brief, a copy of which accompanies this report, contains on Page Four a comparison of wages paid by the Company with those paid by the Canadian Pacific Railway Company. They also stressed the increase in the cost of living since the present agreement was signed, but apparently do not consider that when it was signed the parties had in mind to provide for any such increase during the time it would be in effect.

The Company on the other hand argues that wages paid by it should be in line with those paid by other similar transport companies competing with it in this area,

and that with the increases it has offered, and having regard to bonus payments and pension benefits, it will be paying wages appreciably higher than its competitors. Exhibit E of the Company's brief, a copy of which accompanies this report, sets out a comparison of the wages paid by the Company with those paid by competing companies.

Recommendations

All the members of the Board are prepared to recommend increases in the wage rates set out in the agreement presently in force, but unfortunately can not agree as to the extent of those increases.

Mr. Riley recommends the following increases in wage rates, to be effective from the dates and for the periods specified, namely:

1. Increase in wage rates for terminal employees:

Effective from April 1 to Sept. 30, 1958—2% of present rates

Effective from Oct. 1, 1958 to March 31, 1959—4% of present rates

Effective from April 1, 1959 to March 31, 1960—6% of present rates.

2. Increase in wage rates for office employees:

Effective from April 1 to Sept. 30, 1958—3% of present rates

Effective from Oct. 1, 1958 to March 31, 1959—5% of present rates

Effective from April 1, 1959 to March 31, 1960—7% of present rates.

3. Wage rates for mileage-rated, over-the-road drivers to be increased by the same percentages, from the same dates, and for the same periods, as the increases for terminal employees.

(In none of the above instances are the percentages to be cumulative.)

Mr. Stewart recommends the following increases to be effective from the dates and for the periods specified, namely:

1. Increases for all hourly-paid employees:

Effective from April 1, 1958 to June 30, 1958—10 cents per hour over present rates

Effective from July 1, 1958 to March 31, 1960—20 cents per hour over present rates.

2. Wage rates for all other than hourly-paid employees to be increased in the same proportion, from the same dates, and for the same periods, as in the case of hourly-paid employees.

Unfortunately, the Chairman does not agree with either of the other members of the Board, and recommends the following

increases in wage rates, to be effective from the dates and for the periods specified, namely:

1. Increase in wage rates for terminal employees:

Effective from April 1 to Sept. 30, 1958—5% of present rates

Effective from Oct. 1, 1958 to March 31, 1959—7% of present rates

Effective from April 1, 1959 to March 31, 1960—9% of present rates.

2. Increases in wage rates for office employees:

Effective from April 1 to Sept. 30, 1958—6% of present rates

Effective from Oct. 1, 1958 to March 31, 1959—8% of present rates

Effective from April 1, 1959 to March 31, 1960—10% of present rates.

3. Wage rates for mileage-rated, over-the-road drivers to be increased by the same percentage, from the same dates, and for the same periods as the increases for terminal employees.

(In none of the above instances are the percentages to be cumulative.)

In view of the measure of agreement reached by the parties on points of difference, other than those of wages and the duration of the agreement, the members of the Board are of the opinion that if agreement is finally reached on the two latter issues, the other matters originally in issue will present no appreciable difficulty, and in consequence make no recommendations thereon.

Dated the 16th day of October, A.D. 1958.

All of which is respectfully submitted.

(Sgd.) G. P. R. TALLIN,
Chairman.

(Sgd.) H. J. RILEY,
Member.

(Sgd.) ALISTAIR STEWART,
Member.

REPORT OF UNION NOMINEE

Not being able to agree with either the report of the Chairman of the Conciliation Board or that of the appointee of the company, I beg to submit my own comments and recommendations in the matter of the above dispute.

The company did not at any time plead inability to pay. The union produced figures purporting to be taken from the company's financial statements for the years 1956 and 1957. The company refused to discuss or comment on the figures.

Accepting the figures as being reasonably accurate, they show operating revenues of the company to be \$1,300,000 in 1956 and \$1,600,000 in 1957. Since the company complained of the downward trend of rates due to competition, its business must be increasing.

About half the operating expenses of the company are accounted for by payments to the Canadian Pacific Railway for piggy-back service. A trucking concern which finds that half its operating costs are due to rail operations could, conceivably, be as much in competition with the railway as with other trucking companies.

During the hearings the company admitted that some of its business came from former customers of the railway. But the company still refused to admit that it was in competition with the railroad. Had it agreed that such competition existed, of course, then the company would have left itself open to having its labour rates compared with those paid for similar work by the railway.

The company did not deny that there was a similarity in certain types of work done by its employees and those of the railroad. As a matter of fact, the work is identical in many cases. Yet the rates of pay for the same work are appreciably different. Railway rates are much higher.

The company said that piggyback service gave it no competitive advantage over other trucking companies. Yet the company stated in its rebuttal "There is ample evidence to suggest that in the very near future piggyback services will be in common use in the trucking industry in this area and will become characteristic of it."

Competitors will use piggyback services only if they see some economic advantage accruing to themselves. They are not likely to do so out of the goodness of their hearts. Therefore it is reasonable to assume that competitors appreciate the competitive advantages which the company now enjoys. The company has had the benefit of these advantages for some time.

The company argued, quite legitimately, that the pattern of wage increases in the area should not be ignored. The examples of wage increases which were submitted showed an average increase of almost 6 per cent per annum. Yet the offer of the company is 6 per cent for a two-year agreement.

Since the last agreement was signed, the cost of living has risen by some 6 per cent. The company's offer, which would bind the union until 1960, would not even cover the increase in the cost of living to the date of this report.

It was stated by the union, and not denied, that the company's wage bill represents about 20% of the company's gross annual costs. In most competitive trucking concerns the percentage of gross costs represented by wages is nearer 50%.

The company stated "Our wage costs must be kept in line with wage costs of our competitors." But there is a difference between wage costs and wage rates. The company argued its case on the basis of local wage rates.

It stands to reason that, with a base rate of \$1.25 an hour, a 20-cent-an-hour increase in wages would mean an additional increase in wage costs to the company of less than 4 per cent of its total costs. A similar increase by competitive concerns would mean an increase in total costs of some 8 per cent. In my opinion such an increase would not adversely affect the company's competitive position.

The company would not entertain any compromise suggestion such as 10 cents an hour retroactive to 1 April 1958 and another 10 cents an hour at a later date. The union had already reduced its demands from 35 cents an hour to 20 cents an hour.

I recommend that all employees receive an increase of 20 cents an hour retroactive to 1 April 1958 in return for a two-year agreement.

All of which is respectfully submitted.

Dated at Winnipeg, Manitoba, this 16th day of October 1958.

(Sgd.) ALISTAIR STEWART,
Member.

Compulsory Arbitration *(Continued from page 1390)*

British Employers' Confederation and themselves on the procedure for obliging all employers in an industry to abide by its jointly-agreed conditions of work. But even in this limited sphere the good tradition of changing industrial relations legisla-

tion with the maximum agreement of two sides has been set aside on this occasion."

Now, the TUC is to make its own study of the problems of arbitration in industry through a special subcommittee which it has set up.

Report of Board in Dispute between

Robin Hood Flour Mills Limited, Calgary

and

United Packinghouse Workers of America

Pursuant to the provisions of The Industrial Relations and Disputes Investigation Act, the Board of Conciliation and Investigation established to deal with the dispute between the above-named parties and appointed on August 6, 1958, convened to hear representations from the parties to the dispute.

The Members of the Conciliation Board were: Mr. Irwin A. Blackstone, Chairman; Mr. Hugh John Macdonald, MLA, QC, representing the employer; Mr. Robert Scott, representing the union.

Appearing before the Board were:

For the employer: Mr. H. V. Milvain, QC, Mr. W. G. Evans.

For the union: Mr. J. Hampson, spokesman; Messrs. H. Gerbholz, J. Vincent and L. J. Saarinen.

After considering the evidence and the briefs submitted the Conciliation Board makes the following unanimous recommendations:

1. Duration of Agreement

Two-year agreement from April 12, 1958 to April 11, 1960.

2. Wages

A wage increase to be given as follows:

From April 12, 1958 to April 11, 1959—
9c. per hour, subject to provisions of previous contract as to retroactivity.

From April 12, 1959 to April 11, 1960—
8½c. per hour.

Pay in Lieu of Retroactivity

A sum in general settlement of retroactivity beyond the period provided in previous contract of \$35.

3. Shift Premium

5c. for second shift. 7c. for third shift.

4. Vacations

One week at one year; two weeks at two years; three weeks at 15 years.

5. Total Contract

Save as herein provided previous contract to prevail except where other amendments have already been agreed to.

Dated at the City of Calgary in the Province of Alberta, this 1st day of October, A.D. 1958.

(Sgd.) IRWIN A. BLACKSTONE,
Chairman.

(Sgd.) HUGH JOHN MACDONALD,
Member.

(Sgd.) ROBERT SCOTT,
Member.

During October, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the United Packinghouse Workers of America, Local 326, and Robin Hood Flour Mills Limited, Calgary.

The Board was under the Chairmanship of Irwin A. Blackstone, Calgary, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Hugh John MacDonald, MLA, QC, and Robert Scott, both of Calgary, nominees of the company and union respectively.

The text of the report is reproduced here.

NEW YEAR MESSAGES

(Continued from page 1353)

head, leaving Fear astern. My hopes, indeed, sometimes fail; but not oftener than the forebodings of the gloomy. There are, I acknowledge, even in the happiest life, some terrible convulsions, heavy set off against the opposite page of the account. I have often wondered for what good end the sensations of grief could be intended. All our other passions, within the proper bounds, have an opposite, and the perfec-

tion of the moral character is, not in stoical apathy, so hypocritically vaunted, and so truly too, because impossible, but in just equilibrium of all the passions. I wish the pathologists then would tell us what is the use of grief in the economy, and of what good is the cause, proximate or remote."

These are my sentiments for the past and the future.

LABOUR LAW

Legal Decisions Affecting Labour

British Columbia court dissolves injunction against picketing, Quebec court sets aside a writ of prohibition against a certification order

The Court of Appeal of British Columbia, in a case involving the plumbers' union, found that following a legal lockout, where picketing was properly carried on, there were no grounds for continuance of an injunction.

In Quebec, the Court of Queen's Bench (in appeal), in setting aside a writ of prohibition against certification of a union, held that the regulations issued by the Labour Relations Board "to govern the exercise of its powers" cannot restrain or extend the jurisdiction of the Board as provided in the Labour Relations Act.

British Columbia Court of Appeal . . .

. . . dissolves injunction against picketing by union of plumbers and pipe-fitters after legal lockout

On June 2, 1958, the Court of Appeal of British Columbia dissolved an injunction which prevented the plumbing and pipe-fitting union from picketing.

The circumstances of the case were related by Mr. Justice O'Halloran, who delivered the judgment. Becker Construction Company Limited was the general contractor engaged in construction of the Ocean Towers Ltd. building in Vancouver. The plumbing work had been done by a plumbing contractor, Fred Welsh & Sons Ltd., a member of the National Association of Plumbers, who employed workers belonging to Local 170 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry.

On April 29, 1958, the National Association of Master Plumbers and Heating Contractors, B.C. Branch, notified Local 170 that the master plumbers had instituted lockout proceedings. The result was that the members of Local 170 engaged in construction on the Ocean Towers building could not proceed with their work. Union agents then asked the Becker Construction Company for permission to inspect periodically the plumbing and pipe-fitting work on the building, to be certain that no plumbing and pipe-fitting work was carried out by non-union workers during the lock-

out. When the company refused such permission the union started to picket the building by picketers carrying a sign reading: "Plumbers and Pipe-Fitters Local 170 Locked Out. A.F. of L., C.I.O., C.L.C."

On May 15, 1958, the company obtained an *ex parte* injunction restraining the union from (*inter alia*) picketing the premises of Ocean Towers Ltd. The injunction was obtained on the ground that the other union tradesmen employed in the construction of the building such as electricians, painters and teamsters would not cross the plumbing and pipe-fitting union picket line to continue their work. Hence serious delay and damage would occur in the construction of the building.

The injunction was challenged by the union. However, the Court's order of May 22 refused to dissolve the injunction. The Court held that since no plumbing was being done in the building when the application for the injunction was made, and since the Becker Company had no contract with Fred Welsh & Son Ltd., or any other plumbing contractor, to continue or complete the plumbing, the union had no right to establish or maintain a picket line.

The Court's order refusing to dissolve the injunction was appealed by the union.

The Court of Appeal in a unanimous decision allowed the appeal and set aside the injunction.

Mr. Justice O'Halloran in the reasons for judgment noted that the lockout had been treated by the opposing parties (and quite rightly in his view) as a legal lockout and therefore the union was legally entitled to picket under the Industrial Conciliation and Arbitration Act (now the Labour Relations Act) as interpreted by the Supreme Court of Canada in *Aristocratic Restaurants (1947) Ltd., v. Williams and Morrison (1951)*

This section, prepared by the Legislative Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

S.C.R. 762. No submission was made that as regards picketing a legal lockout should be treated differently from a legal strike. There was no evidence of violence, threat or intimidation or other contravention of legal picketing within the meaning of that decision. The words on the picketers' placards did no more than give information that the union employees had been locked out; the conduct of the picketers went no further than that. Following the *Aristocratic* case, as decided in the Supreme Court of Canada, the appellant union legally was entitled to picket.

As to damage, actual and anticipatory, that the company was complaining of, the court thought it was not caused (in the sense of effective cause) by the union or by its picketing. It is true that the company might have suffered substantial damages because other union tradesmen declined to cross the picket line, but that was not caused by the union in question. The damage was caused by other union tradesmen, but they were not parties to this action. Whatever legal action the company might have had under existing law against such persons is outside the scope of the present litigation.

There was no evidence that the union in picketing did so on purpose to cause or inflict damage on the company as a reprisal for the employer's lockout. Nor was there any evidence of a conspiracy between the picketing union and other unions or persons to injure the company in question. The argument that picketing by its very nature contains elements which beget intimidation was not approved by the Supreme Court of Canada in the *Aristocratic* case.

The Court could not agree with the opinion of the judge below that there was no right to establish or maintain a picket line, since no plumbing was being done in the building when the application for injunction was made, and since the company had no contract with Fred Welsh & Son Ltd., or any other plumbing contractor, to continue or complete the plumbing. Whether this company was to continue with the plumbing work or some other plumbing contractor was to be engaged did not affect the defendant union's right to picket. Then Mr. Justice O'Halloran added:

It can hardly be suggested that if a plumbing or other contractor or the association of which he is a member declares a lockout, thus excluding union men previously employed from continuing with the work, that the general contractor can thereupon then enter into a new arrangement or contract with another plumbing contractor and by so doing deprive the union of a right to picket to which they would be entitled if no new plumbing contractor was engaged. The union's

right cannot, it seems to me, be defeated by any such procedure. Whether or not a new contractor is to be engaged or Fred Welsh & Son Ltd. is to be continued, or whether the plumbing work is to be delayed for the time being, does not affect the plaintiff's right to picket; nor does it do so whether there is no contract at all, but merely a day-to-day hiring.

The Court allowed the union's appeal and dissolved the injunction against picketing. *Becker Construction Company Limited v. United Association, etc. of Plumbing and Pipefitting Industry, etc. Local 170, et al*, (1958) 26 WWR, p. 231.

Quebec Court of Queen's Bench...

... holds Labour Relations Board acted within its jurisdiction in granting certification to union

On May 27, 1958, the Quebec Court of Queen's Bench (in appeal) by a majority decision upheld a judgment of the Superior Court which set aside a writ of prohibition against a certification order of the Quebec Labour Relations Board.

The appeal Court held that the Board acted within its jurisdiction in granting certification to a union which received the required authorization from the employees by a resolution passed at ten different meetings held simultaneously at different places, instead of at a single meeting attended by all the employees concerned.

The circumstances of the dispute, as related in the reasons for judgment, were as follows.

The Quebec Labour Relations Board issued to *La Fraternité Unie des Charpentiers-Menusiers d'Amérique, Local 2817, Bûcherons et Employés de Scieries*, a certificate of recognition as a bargaining agent for the employees of the E. B. Eddy Company. The certificate in question was issued upon evidence that 388 employees out of 771 eligible members were members of the union. The resolution authorizing the petition for recognition by the union was not passed at a single meeting attended by all the employees concerned, but at ten different meetings held simultaneously at different places. The company challenged the decision and a writ of prohibition against the Board was issued. On August 24, 1957, the Superior Court set aside this writ of prohibition on the ground that no absence or excess of jurisdiction on the part of the Board had been proved. The company appealed the judgment of the Superior Court, contending that the Board exceeded its jurisdiction or acted without jurisdiction in issuing a certificate of recognition to a union which did not possess the character of good faith required under By-Law No. 1 of the Labour Relations Board.

Mr. Justice Owen in his reasons for judgment quoted from Section 6 of the Labour Relations Act, dealing with petitions for recognition, the following:

The presenting of the petition contemplated in this section must be authorized by a resolution of the association and a copy of such resolution, certified by the signatures of the president and the secretary, must be filed in support thereof.

According to this section of the Act, his Lordship pointed out, the Board on receiving in writing a petition authorized by a resolution of the association, has jurisdiction to inquire and determine whether such association is entitled to be recognized. Section 38 of the Act authorizes the Board to make by-laws governing the exercise of its powers and the procedure to be followed and provides:

The Board may make regulations to govern the exercise of its powers, its internal management, the duties of its staff, the conducting of its sittings, the procedure at its investigations, the form of reports which must be made to it and, generally, the carrying out of this Act.

In virtue of these powers the Board passed By-law No. 1 with respect to recognition of associations, which reads in part as follows:

2. For the purpose of determining the character of good faith of an association, the following conditions shall be complied with: (b) the association shall file with the Board the text of a resolution authorizing the petition as adopted at a regular meeting (in French, *assemblée plénière*) of its members, at which there was quorum and to which the members concerned by the said petition had been convened.

The company contended that the law requires that the resolution authorizing the petition should be adopted at a regular plenary meeting (*assemblée plénière*) of the members of the association, and that the ten meetings (*assemblées partielles*) actually held did not constitute an *assemblée plénière* as required by By-law 1. Therefore, in the company's opinion, the Board acted without jurisdiction or exceeded its jurisdiction in issuing a certificate of recognition on the basis of a petition which was not authorized by resolution adopted in the manner required by law.

In rejecting the company's contentions, Mr. Justice Owen stated that the requirement of adoption of the resolution at a regular meeting is contained not in the Labour Relations Act but in a by-law

passed by the Labour Relations Board. In his opinion the Board cannot, by by-law, validly lessen or increase the jurisdiction established by the statute setting out the powers of the Board. The main problem as to whether the Board has jurisdiction to decide (even erroneously) that the particular resolution met the legal requirements is not affected by consideration as to whether such requirements are to be found in the Act alone or in the Act and the by-laws passed under its authority.

In Mr. Justice Owen's opinion the issue before the Court was whether the authorizing resolution is null and void in substance, in which event the Board would be exceeding its jurisdiction; or whether the resolution is defective in form, from a procedural rather than a substantive point of view, in which event the Board would not be exceeding its jurisdiction in dealing with such a petition. His Lordship maintained that when the Labour Relations Board after considering the petition and the resolution decided that the union was entitled to recognition, the Board also decided (at least by implication) that the resolution in question was valid. In so doing the Board acted within its jurisdiction. Whether this decision was right or wrong was not a matter with which the Court was concerned. He agreed with the trial judge that no want of jurisdiction or excess of jurisdiction on the part of the Board had been proved. He therefore dismissed the company's appeal and confirmed the judgment of the court below.

Mr. Justice Rinfret concurred, but presented separate reasons for judgment.

Mr. Justice Choquette, dissenting, was of the opinion that By-law No. 1 adopted by the Board under the Act "to govern the exercise of its powers," approved by the Lieutenant-Governor in Council and published in the Quebec Official Gazette, has the same binding force upon the Board as the Act itself. Therefore, in his opinion, in failing to abide by the by-law the Board exceeded its jurisdiction, and he would have allowed the appeal.

The E. B. Eddy Company v. La Commission de Relations Ouvrières de la Province de Québec and La Fraternité Unie des Charpentiers-Ménusiers d'Amérique, Local 2817, Bûcherons et Employés de Scieries, (1958) B.R. No. 7, p. 542.

Recent Regulations, Federal and Provincial

First regulations under Canada Annual Vacations Act are issued by federal Government. First apprenticeship regulations for recently designated trade of heavy duty mechanic have been issued in Alberta

First regulations under the Canada Annual Vacations Act set out the requirements for the keeping of records and other details necessary for the administration of the Act.

In Alberta, first regulations for the recently designated heavy duty mechanics trade provide that apprentices must have Grade 9 education or its equivalent.

Other regulations deal with work camps in Alberta and the licensing and inspection of elevators in Nova Scotia.

FEDERAL

Canada Annual Vacations Act

Regulations under the federal Annual Vacations Act were approved by P.C. 1958-1320 on September 22 and gazetted on October 8.

The Act, which was passed last winter, went into force on October 1. It makes it obligatory for employers in the federal industries to give their employees a week's vacation with pay after a year's service and two weeks after a second year (L.G., Oct., p. 1159).

The regulations, which may be cited as the "Annual Vacations Regulations," lay down requirements provided for but not spelled out in the Act. In particular, they exempt certain classes of employees from the Act, require employers to give each employee at least two weeks' notice of the date of commencement of his vacation unless otherwise agreed between the employer and the employee, set out the method of determining the cash value of board or lodging, specify the information to be submitted when applying for approval of a calendar year or other year of employment or an alternative vacation arrangement, define the conditions under which a vacation may be waived or postponed, prescribe the records to be kept by employers, and provide for the disposal of vacation pay in cases where an employee cannot be located.

The regulations exempt the following employees from the provisions of the Act: managers, superintendents and other persons of comparable status or higher; professional workers practising under provincial legislation; and salesmen paid in whole or in part by commission, share in profits or bonus who work outside the employer's premises and whose hours are not controlled by him.

The Act provides that an employee's vacation must commence not later than 10 months after the date of entitlement. However, because of the need for adjustment in the first year of operation of the Act, the regulations have modified this requirement to the extent of providing that an employee whose vacation period has expired or is less than six months must be given his vacation not less than six months after the coming into force of the Act (October 1). Vacation pay must be paid at least one day prior to commencement of the vacation in all cases.

Under the Act, entitlement to a vacation is expressed in terms of a "completed year of employment," by which is meant continuous employment with one employer for a period of 12 consecutive months beginning with the day the employee commenced work or any subsequent anniversary thereafter or for a calendar year or other year approved in relation to any federal work, undertaking or business by the Minister of Labour under the regulations. These provide that an application for an approval of a calendar year or other year of employment must be sent to the Director of Industrial Relations, Department of Labour, enclosing the following information: the name and address of the employer, the calendar year or other year for which approval is sought and the reasons for seeking such approval, a statement of present vacation arrangements, and such other information as the Minister may require.

The Minister may approve the application as submitted, or grant conditional approval on such terms as he considers desirable, or he may refuse the application.

As provided in the Act, employees in the federal industries must receive vacation pay equal to 2 per cent of their gross wages if entitled to a one-week vacation and 4 per cent if eligible for a two-week vacation. The Act further provides that gross wages includes vacation pay, overtime and the monetary value of board and lodging. This last has now been defined to mean the amount actually deducted from wages for such services or, in cases where board or lodging or both are received as part of remuneration, the amount agreed upon between the employer and the employee, or, if no such agreement exists, the amount fixed by the Minister.

Recognizing that parties to a collective agreement might wish to continue vacation-with-pay provisions, which, though inferior in some respects, were, on balance, more satisfactory for their purposes than those provided by the legislation, the Act gave the Minister authority to approve alternative vacation arrangements in agreements signed after the coming into force of the Act. To be approved, a written application signed by the authorized representatives of the parties, together with a signed copy of the agreement, must be sent to the Director. The following particulars are to be included: the names and addresses of the parties to the collective agreement, the date on which the agreement was entered into, a statement and explanation of the vacation pay arrangements showing the extent to which these provisions differ from those in the Act, and any other information requested by the Minister.

The Minister may either approve the submission or deny the application. If an alternative vacation plan is approved and later incorporated into a new or revised collective agreement, further approval by the Minister is not required, provided a written notice of the provisions of the plan and its previous approval is sent to the Director.

Vacations may be waived only in exceptional circumstances, the regulations providing that in such cases the Director may permit an employee to waive his vacation following a joint application by the employer and the employee. Notwithstanding such waiver, however, the employer is required to pay the employee the vacation pay to which he is entitled not later than 10 months immediately following the end of a completed year of employment.

A vacation may be postponed if a written agreement between the employer and the employee is filed with the Director. In exceptional circumstances, the Director may also grant permission to postpone an employee's vacation, following a written application by the employer.

The record-keeping provisions are substantially the same as those in most provincial Acts. Every employer is required to record the following particulars in respect of each employee: name and address, date of commencement of employment and place and date of termination, date upon which the employee becomes entitled to a vacation, date of commencement and completion of each annual vacation, total wages for the vacation period, the amount of vacation pay and date of payment, and the amount paid in lieu of a vacation upon termination of employment.

These records are to be retained for at least two years after an employee's services are terminated and must be produced for inspection upon the request of an authorized representative of the Minister. The employer may also be required to verify any entries by statutory declaration or affidavit or furnish additional information where necessary.

Under the Act, an employee with at least 30 days continuous service whose employment is terminated before he has completed a year of employment is entitled to vacation pay for the proportion of the year worked. The regulations provide that in cases where the employee cannot be located, the employer must, not later than six months after the vacation pay became due, forward the amount to the Minister, who will deposit it in the Annual Vacations Pay Suspense Account. If not claimed by the employee within three years from date of receipt by the Minister, the money will become Crown property.

PROVINCIAL

Alberta Apprenticeship Act

The first apprenticeship regulations to be issued for the recently designated heavy duty mechanics trade (L.G., Sept., p. 1033) were gazetted on September 30 as Alta. Reg. 245/58. In line with the usual practice, the regulations lay down rules with respect to eligibility, term of apprenticeship, quotas, training of apprentices, certificates of progress, hours and wages, most of which are similar to provisions in other trade rules.

For purposes of these regulations, a heavy duty mechanic means any person, other than a motor vehicle mechanic, who is engaged in the repair, fitting and construction of internal combustion engines or tractors and other mobile equipment used in agriculture and industry.

To be eligible for apprenticeship, an apprentice must have completed Grade 9 or its equivalent. No age requirements are laid down, however.

The term of apprenticeship is four years, including the three-month probationary period. As is customary, time-credits will be given for approved technical or vocational training or previous experience in the trade.

The ratio of apprentices to journeymen is one to two except that an employer who employs a journeyman or who is himself a journeyman is allowed one apprentice. If circumstances warrant it, however, the Local Advisory Committee may recommend the employment of additional apprentices.

Following the practice in other trades, the regulations make it compulsory for apprentices in the heavy duty mechanics trade to attend the prescribed educational classes and require employers to give sufficient instruction and practical training to enable them to develop into skilled journeymen.

As in other trades, an apprentice must pass the prescribed trade tests and examinations and receive a satisfactory report from his employer or trade school before he may be granted an annual certificate of progress or a final certificate of qualification as a journeyman.

During his first year, an apprentice in the heavy duty mechanics trade must be paid not less than 55 per cent of the prevailing journeyman's wage. The rate increases by 10 per cent each year until the fourth year, when the minimum wage payable is 85 per cent of the journeyman's rate. If time-credits are given, corresponding adjustments must be made in the minimum wage.

Alberta Gas Protection Act

A new publication of the Canadian Standards Association entitled "Installation Code for Gas Burning Appliances and Equipment" (B. 149-1958) has just been adopted as a regulation under the Alberta Gas Protection Act, replacing Standards 52 and 54 of the National Fire Protection Association and Standard 58 of the Dominion Board of Insurance Underwriters, which were adopted as interim standards in October 1956.

Alberta Public Health Act

Regulations of the Alberta Board of Health setting out requirements for industrial and work camps (Division 19 of Alta. Reg. 1943/57) have been replaced by new regulations gazetted on September 30 as Alta. Reg. 265/58.

The provisions are substantially the same, the regulations, as before, laying down rules with respect to location of camps, construction standards, lighting, ventilation and heating of buildings, equipment, sanitation and hygiene.

As formerly, the rules apply to all lumber, sawmill, mining, construction and road building camps. Under the new regulations, however, "camp" has been expressly defined as any permanent or temporary tents, buildings or other structures or mobile units maintained by an employer or contractor as living quarters for his employees.

In line with this change, in definition, some modification of the requirements is now permitted in mobile units. Wherever a mobile unit is used as a bunk house, the

minimum air space requirement for each occupant may be reduced from 400 cubic feet (the general standard for bunk houses) to 300 cubic feet per occupant, provided the unit operates with a system of mechanical ventilation approved by the Board. In such cases, also two-tier bunks or bedsteads may be used instead of the single tier variety. This provision does not apply immediately to units already in use. After November 1, 1963, however, it will apply to all mobile units.

In other respects the new regulations are stricter than formerly, one difference being that operators must now supply blankets.

New requirements are also laid down with respect to the cleansing and bactericidal treatment of vessels and utensils.

Another new provision states that the operator must report to the local Board of Health all known or suspected cases of communicable disease, including all cases of food infections.

As previously, an operator who intends to operate a camp for a limited time only may apply to the Board for permission to dispense with some of the requirements, in which case the Board may make an inspection, hear representations or take such action as it considers proper. It is no longer necessary, however, to notify the Board of the establishment of a camp.

British Columbia Civil Defence Act

By a proclamation gazetted on October 16, the British Columbia Government declared that an emergency no longer exists in those areas of the province served by Black Ball Ferries Ltd. Another proclamation gazetted the same day stated that the sections of the Civil Defence Act giving the Government emergency powers to deal with the situation were inoperative, effective from November 1. A state of emergency had been declared to exist in those areas by a proclamation of June 23 (L.G., Sept., p. 1033).

Nova Scotia Elevators and Lifts Act

Regulations under the Nova Scotia Elevators and Lifts Act (L.G. 1956, p. 1026), which came into force January 1, 1958, have not previously been reported in this section and are described below.

These regulations contain seven main parts, and are designed to enable the Department of Labour to regulate the operation of elevators, dumb-waiters, escalators, manlifts and incline lifts. The first four parts deal with the licensing of elevating devices, certificates of competency for government inspectors and others, drawings and specifications for elevating devices, and

the registration of contractors. The remaining sections cover the kinds of notices which must be affixed to elevating devices, the conduct of persons and inspection fees.

Licences for Elevating Devices

Part 1 of the regulations deals with the granting, transfer and suspension of licences for elevating devices.

In order to obtain a licence for an elevating device the owner must make application in the prescribed form to the Chief Inspector, appointed under the Act, enclosing the appropriate fee. The Chief Inspector must be satisfied that the elevating device complies with the requirements of the Act and the regulations, and that it will be operated safely. It is provided in the Act that the inspector will, subject to the Act and regulations, apply the CSA Safety Code for Passengers and Freight Elevators.

To transfer a licence, the applicant for transfer must submit an application to the Chief Inspector in the prescribed form and enclose the appropriate fee. The Chief Inspector must be satisfied that the elevating device complies with the requirements of the Act and the regulations and will be operated safely. The Chief Inspector may not transfer a licence for an elevating device while the licence is suspended, where conditions exist that would result in the suspension of a licence, or where the applicant for transfer is in arrears in paying any fee or expense under the Act or regulations.

A licence for an elevating device may be suspended if the Act or the regulations are being violated, a major alteration as defined in the regulations has been commenced, the owner has not complied with a notice or order of an inspector, an insurer has cancelled or rejected the insurance because the elevating device or its operation does not meet the requirements of the Act or the regulations, or a licensee is in arrears for payment of fees or expenses.

When the Chief Inspector suspends a licence he must immediately give the licensee a notice stating the reasons and the date of the suspension; the licensee must also be given a transcript of the regulations relating to the duration and lifting of suspensions. He must then return his licence to the Chief Inspector immediately. A licence continues to be suspended until the Chief Inspector is satisfied that all conditions for which it was suspended have been remedied and he gives a written order discontinuing the suspension. The licensee, upon payment of a fee, is entitled to a true copy of the order discontinuing the suspension; if the suspension is due to a major alteration to an elevating device, and the

owner has complied with the provisions of the Act and the regulations, the copy must be furnished free.

Certificates of Competency

Part 2 of the regulations deals with the qualification and certification of inspectors.

To qualify to be a government inspector the person must prove that he has had adequate training and experience in the design, construction, maintenance or inspection of elevating devices to make him competent to discharge his duties capably. To qualify to make inspections under the Act, a person who is not a government inspector must have the qualifications already mentioned. In addition, he must file with the Minister of Labour a letter from an insurer stating that the insurer has employed him to make inspections, or proposes to do so when he obtains a certificate of competency. The letter must also certify the person's integrity and ability to make inspections and recommend that a certificate of competency be issued to him.

An applicant for a certificate must make application in the prescribed form and, if not a government inspector, pay the stated fee. A certificate of competency is valid during the year for which it is issued and must be renewed annually before December 31.

The Minister may suspend or cancel a certificate of competency if the holder is untrustworthy, wilfully negligent in making an inspection, knowingly falsifies an inspection report or, being a government inspector, has direct or indirect interest in the manufacture, sale, installation or maintenance of elevating devices.

Drawings and Specifications

Part 3 of the regulations provides that the owner of an elevating device must not permit its operation unless the device and all related equipment are so designed and constructed that the safety of persons and freight are ensured.

This part also outlines the procedure for the submission of drawings and specifications for approval of the Chief Inspector when a new installation or a major alteration of an elevating device is proposed.

Registration of Contractors

Part 4 of the regulations requires that contractors who construct, install, alter, repair, maintain, service or test elevating devices must register annually with the Chief Inspector and pay the prescribed fee. A registration is valid until December 31 of the current year, and must be renewed prior to January 1 of each succeeding year.

The Chief Inspector may suspend or cancel a registration if the contractor, or his servant with his approval, has violated or failed to comply with any provision of the Act or the regulations; caused or permitted an elevating device to be overloaded or used in an unsafe condition; performed work, or knowingly permitted any subcontractor to perform work, on or about an elevating device or machine in a manner that impairs its safe operation or endangers the safety of persons or freight, or while his ability is impaired by the use of alcohol or drugs.

Notices and Markings

Part 5 of the regulations provides that the owner of an elevating device must affix a notice in the load-carrying unit or near the bottom landing, depending on the type of elevating device, giving its maximum capacity in number of persons or in pounds, as specified. He must also display a notice, supplied by the Chief Inspector, giving the installation number. The owner of a freight elevator must display a notice stating that only the attendant and freight-handlers may ride on it.

This part also imposes on the owner the obligation of ensuring that an elevating device is not operated in an unsafe condition. It further requires him to maintain the elevating device so that it will not travel beyond, or deviate from, the safe limits of its fixed position or proper line of travel. In addition, it provides that an

elevating device must not be operated unless all required notices are properly affixed.

Conduct of Persons

Part 6 of the regulations requires that no person may conduct himself in or about an elevating device in such a manner as to impair its safe operation or endanger the safety of himself, any other person, or freight. Nor may he remove, displace, interfere with or damage any safety device, unless he is making an inspection under the Act, or is a contractor or competent mechanic making a test or repair.

When a safety device has been removed, interfered with, or damaged, the elevating device may not be operated except for inspection, testing, or repair until it is working properly. The person making the inspection, the contractor, or the mechanic must ensure that the elevating device is not entered or operated for other purposes.

Fees and Expenses for Inspections

Part 7 provides that the fees payable for the inspection of an elevating device, for a certificate of competency as an inspector and for other purposes, are as set out in Table I of the regulations.

If an inspection is made and the condition of the elevating device does not justify recommending the grant, transfer, or discontinuance of suspension of a licence, and the owner requests further inspection, he must pay the prescribed fee for each subsequent inspection.

11 U.S. States Require Reports from Unions

Laws have been enacted in 11 U.S. States and Hawaii that require unions to file organizational data or financial statements, or both, with a state official, or to make available to members certain financial information, it is reported by the Bureau of Labor Standards, U.S. Department of Labor.

The 11 states are: Alabama, Connecticut, Florida, Kansas, Massachusetts, Minnesota, Oregon, South Dakota, Texas, Utah and Wisconsin.

In most of the jurisdictions the unions are subjected to only one or two of the requirements. Only three of them have all three of them in their laws; four others have two and the remaining five only one.

The earliest of the laws was that of Utah, passed in 1937; the latest is that

of Connecticut, enacted in 1957. No legislation of similar type had been enacted in 1958 up to September.

Some of the acts include provisions relating to other internal activities of the union, such as the method and time of election of union officers or limitations on the amount of fees and dues that may be charged. An analysis of these provisions is not included in the report.

Most of the laws cover all labour unions.

Under some of the laws reports are required on such items as name of union, locations of union offices, names and addresses of local officers, and names and addresses of organizations with which the union is affiliated.

In most cases the financial statement must be verified by an official under oath.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Initial claims for benefit in September were about 13 per cent more than in August and 26 per cent more than a year earlier; registered claimants decline 4 per cent in the month, however, statistics* show

The number of initial and renewal claims for unemployment insurance benefit in September was 157,556, about 13 per cent more than the August total of 139,690; and 26 per cent more than the 124,949 claims recorded a year earlier.

Continuing the downward movement prevailing since last February, claimants for unemployment insurance benefit showed a further decline on September 30 to 282,587, some 4 per cent below the August 29 figure of 294,587. The decline occurred among males only, the number of female claimants having increased slightly. The September total was 25 per cent in excess of the 226,530 claimants shown for September 30, 1957.

Males accounted for 69.5 per cent of the September 30 claimant group, compared with 72 per cent for both August 29 this year and September 30 last year.

Postal claimants constituted 27.4 per cent of the September 30 total, down slightly from 28.8 per cent on August 29 but unchanged from September 30 last year. Males consistently show a higher incidence of postal claims than females, the current ratios being 28.1 and 25.9 per cent, respectively. During the winter season of heavy claim the ratio of postal claimants for males is substantially higher than for females.

In a little over three-quarters of the initial and renewal claims cleared during the month the claimant was considered entitled to benefit. The qualifying ratio was considerably lower for initial than for renewal claims (64 and 94 per cent respectively) due mainly to the different purpose served by the two types of claim. Of the 30,096 initial claims classed "not entitled to benefit",

21,578 or 72 per cent failed the minimum contribution requirements. The failure rate on initial claims was 26 per cent for the month under review, 25 per cent in August and 18 per cent in September 1957.

The average weekly number of beneficiaries was estimated at 224,000 for September, virtually unchanged from August but 35 per cent higher than the estimate of 166,000 for September 1957.

September benefit payments amounted to \$19,900,000, which was 2 per cent more than in August but 44 per cent above the \$13,800,000 payments for one year ago.

Weekly payments averaged \$21.10 for September, \$20.79 for August and \$20.80 for September 1957.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for September show that insurance books or contribution cards have been issued to 4,432,021 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1958.

At September 30 employers registered numbered 308,619, an increase of 2,426 since August 31.

Enforcement Statistics

During September, 5,908 investigations were conducted by enforcement officers across Canada. Of these, 4,053 were spot

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

*See Tables E-1 to E-4 at back of book.

checks of postal and counter claims to verify the fulfilment of statutory conditions, and 99 were miscellaneous investigations. The remaining 1,756 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 175 cases, 56 against employers and 119 against claimants.* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,028.*

Unemployment Insurance Fund

Revenue received in September totalled \$22,780,521.77 compared with \$20,078,081.64 in August and \$21,655,746.82 in September 1957. Benefits paid in September totalled \$19,813,097.35 compared with \$19,459,737.42 in August and \$13,786,969.73 in September 1957. The balance in the fund on September 30 was \$643,876,775.25; on August 31 it was \$640,909,350.83 and on September 30, 1957, \$878,248,621.73.

Decisions of Umpire under the Unemployment Insurance Act

Decision CUB-1575, October 3, 1958

Summary of the Main Facts: The claimant, married, 62 years of age, filed an initial application for benefit on May 1, 1958. He stated that he had worked as a cylinder pressman for a company that two months earlier had moved to a new location about 10 miles from his home, at a wage of \$2.60 an hour, from November 1955 to April 25, 1958, when he voluntarily left because of the transportation problem and the time spent travelling to his home upon completing his work after midnight, as a result of the company's move.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit for the period from April 27, 1958, to May 17, 1958, inclusive, because, in his opinion, he had voluntarily left his employment without just cause within the meaning of section 60(1) of the Act. The insurance officer drew attention to the fact that the reduced disqualification was imposed because of the long distance the claimant was required to travel to and from the said employment.

The claimant appealed to a board of referees, stating that while he realized the insurance officer had "made some allowance" in his case, he felt that under the circumstances he had left his employment with just cause within the meaning of the Act. He explained that early in March 1958, the company had moved its plant; that to travel by streetcar and bus to and from the job took almost four hours a day; that he worked on the night shift, finishing at 12.30 a.m.; that the bus stop was located about one mile from the plant and the last bus departed at 12.45 a.m., which

meant that from the time he left his machine, he had only 15 minutes to walk to the bus stop; that in his opinion this was quite an achievement for a man of his age; that in addition to the foregoing, he had a wife who was an invalid and, therefore, besides doing his regular work he had to perform all the household duties; that he felt he had given the job a fair trial during the seven weeks he had worked in the new location but in view of the long travelling time involved and his home responsibilities, he found the situation more than he could cope with.

The board of referees, after having heard a representative of the claimant's union on June 10, 1958, by a unanimous decision disallowed the appeal on the ground that the claimant should have had some assurance of other work before voluntarily leaving the aforementioned employment. In his testimony before the board, the union's representative said that according to the union's rules the claimant would have to separate from his employment before making application for another job.

The interested union appealed to the Umpire and, in addition to basing the case on substantially the same grounds as those contained in the claimant's appeal to the board of referees, stated that on April 18, 1958, the same date as the claimant had given the employer one week's notice of his intention to quit his job, he had notified the union's office of his action and requested that his name be placed on the union's employment rolls as desiring work; that, according to the by-laws of the union, it is not permissible for a member to negotiate either directly or indirectly with an employer regarding employment in his trade; that a member is subject to

*These do not necessarily relate to the investigations conducted during this period.

penalty or suspension for violation of this or any other section of the union's constitution and by-laws; that it is virtually impossible for one of its members to change his employment without first leaving his present employment, this being especially so during a period of recession such as that which the trade was experiencing at the time of this occurrence; that the claimant had done everything possible to obtain employment prior to severing his employment with the company; and, finally, that as the claimant was unable to solicit his own employment, it was impossible for him to be certain of other employment before leaving his job with the aforementioned company. The union also thought that the travelling time involved to and from the claimant's work and his domestic responsibilities were such as to justify his action in voluntarily leaving his employment.

Considerations and Conclusions: The claimant has failed to show that if he had remained in his employment he would, because of the rules of his union, have lost his right to continue to be a member thereof. Neither has he shown that the rules of his union were any material factor in causing him to leave his employment. Therefore, he cannot plead the benefit of the exceptions set forth in section 61 of the Act and I see no reason to take issue with the decision of the board of referees which confirmed the insurance officer's disqualification, particularly as the claimant, who was employed in a highly specialized, highly paid occupation, has failed to show that before leaving his employment he sought assurance of any kind from anybody with respect to other employment.

Finally, and quite apart from the above reasons, the claimant has failed to show that he had no reasonable alternative but to leave his employment by reason of the re-location of the company's plant some further distance away from his residence. The claimant has not shown, as he might well have, that he had carefully examined the possibilities of moving his residence to a point closer to the plant's new location; nor has he shown that any such move would have entailed considerable inconvenience or undue hardship to the extent that it was not a feasible alternative in his case.

For these several reasons, the claimant must be held to have failed to prove he had just cause for voluntarily leaving his employment and my decision is that he was properly disqualified under section 60(1) of the Act. As the disqualification imposed by the insurance officer was for three weeks only, which would appear to have taken

any extenuating circumstances into account, and as such disqualification was unanimously endorsed by the board of referees, I am not disposed to alter its duration.

The union's appeal is disallowed.

Decision CUB-1578, October 14, 1958

Summary of the Main Facts: On April 8, 1958, the claimant, 28 years of age, who resides in R....., Ont., registered for employment as a dictaphone operator and filed an initial application (postal) for benefit, stating that she had worked as secretary for a company at H....., Ont., from October 1950 to February 28, 1958, when she voluntarily left to get married. She stated also that her husband was employed in T..... and that, because of lack of transportation, she could work in R..... only. Her rate of pay at the time of separation from the aforementioned employment was \$290.00 a month.

On April 18, 1958, the insurance officer notified the claimant that she was disqualified from receipt of benefit as from the effective date of her claim, April 6, 1958, because, in his opinion, she was not available for work in that she had restricted the area in which she would accept employment (section 54(2)(a) of the Act).

The claimant appealed to a board of referees on April 28, 1958, stating, *inter alia*, that the only reason she had left her job in H..... was that she had remarried at the end of March and had to live in R.....; that she was willing and able to work and was at present unemployed; that on filing her claim for benefit she had said she would work in R....., not knowing it was such a small area; that she was now willing to accept employment not only in R..... but in O....., W....., and as far south as the city limits; that she was under the impression it was not compulsory for her to take employment in T....., which would necessitate her travelling a total distance of 40 miles a day and inasmuch as she would have to travel by bus, such employment, taking into account such travel time, would entail an 11- or 12-hour day.

The employment officer subsequently commented that opportunities for employment in the area referred to by the claimant were practically non-existent.

The board of referees which heard the case in T..... on May 23, 1958, by a majority decision disallowed the appeal on the grounds that, because of the restriction the claimant had placed on the area in

(Continued on page 1431)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts awarded during October Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 271 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 302 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	110	\$ 487,747.00
Post Office	19	274,896.22
R.C.M.P.	1	423.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during October

During October the sum of \$13,951.59 was collected from eight contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 311 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during October

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Manitou Man: Don Middleton, construction of earthfill dam—Mary Jane Creek. *Near Loreburn Sask*: Evans Construction Co Ltd, construction of access road to construction headquarters, South Saskatchewan River Damsite. *near Hillspring Alta*: Assiniboia Construction Co Ltd, construction of diversion tunnel for Waterton Dam, St. Mary River project.

Atomic Energy of Canada Limited

Chalk River Ont: M Sullivan & Son Ltd, construction of south extension to Bldg 465.

Central Mortgage and Housing Corporation

Chatham N B: Eastern Landscape Co Ltd, site improvement & planting at sewage disposal plant, St Margaret's (DND 6/54). *Oromocto N B*: Key Land Services Ltd, site improvement & planting for 100 housing units (FP 1/56). *Chicoutimi Que*: Dallaire & Fils, *repairs to stairs (Project 3/49). *Montreal Que*: Canit Construction Ltd, construction of 5 high rise apartment bldgs, central heating plant & distribution system (Phase 1); Alphonse Gratton Inc, construction of 9 apartment blocks & 1 block row housing (Phase 2). *Barriefield Ont*: Raymond C Crowe & Co, site improvement & planting for 19 apartment bldgs (DND 6/53). *Brockville Ont*: Raymond C Crowe & Co, site improvements & planting for 26 housing units (FP 4/57). *Hamilton Ont*: Evans Contracting Co, site improvement & planting for 87 housing units (FP 4/55); Evans Contracting Co, site improvement & planting for 76 housing units (FP 4/55). *Petawawa Ont*: Emmett Clouthier, *clearing, grubbing & burning. *Stratford Ont*: Carl C Schaum, site improvement & planting for 24 housing units (FP 3/57). *Toronto Ont*: Evans Contracting Co Ltd, site improvement & planting, Regional office bldg; Evans Contracting Co Ltd, site improvement & planting for 6 apartment bldgs, Lawrence Heights. *Windsor Ont*: R F Walsh, *packing aluminum windows (12/48 & 13/49). *Cold Lake Alta*: May & Son Nurseries, site improvement & planting for 300 housing units (DND 4/55). *Belmont Park B C*: Farmer Construction Ltd, construction of 6 room school (DND 4/57).

Department of Citizenship and Immigration

Shubenacadie Indian Agency N S: W J Christie, plumbing renovations, Shubenacadie Indian day school. *Pointe Bleue Indian Agency Que*: J P Pelletier Inc, installation of water works system, Pointe Bleue Reserve. *Kenora Indian Agency Ont*: Lindstrom & Nilson Ltd, installation of dishwashing unit, Cecilia Jeffrey IRS. *Sault Ste Marie Indian Agency Ont*: Modern Plumbing & Heating, installation of new heating & laundry

boilers, Fort Frances IRS. *Sioux Lookout Indian Agency Ont*: Paul G Wallin, reconstruction of sewage disposal system, McIntosh IRS. *Six Nations Indian Agency Ont*: Anguish & Whitfield Ltd, supply & installation of automatic sprinkler system, Mohawk IRS. *Meadow Lake Indian Agency Sask*: Gullickson & Benson Construction Co, construction of roothouse, Onion Lake IRS. *Blackfoot Indian Agency Alta*: Lundmark Construction Ltd, installation of water supply system & shower, Old Sun IRS. *Blood Indian Agency Alta*: Remington Construction Co Ltd, installation of sewage disposal to lagoon, St Pauls IRS. *Edmonton Indian Agency Alta*: J G Brown & Son, floor covering, Edmonton IRS. *Lesser Slave Lake Indian Agency Alta*: Dandurand & Desaulniers, installation of cupboards & shelving, Wabasca IRS. *Stony-Sarcee Indian Agency Alta*: Industrial Plumbers Ltd, plumbing installation, Morley IRS. *Vancouver Indian Agency B C*: Smith & Peterson Construction Ltd, installation of sewage disposal system, Sechelt IRS. *Stuart Lake Indian Agency B C*: R Patterson, exterior painting, masonry repairs & carpentry work, Lejac IRS. *West Coast Indian Agency B C*: Port Alberni Home Builders Ltd, construction of staff residences, Alberni IRS.

Defence Construction (1951) Limited

Torbay Nfld: Newhool & Morgan Engineering Ltd, construction of transmitter bldg, RCAF Station. *Summerside P E I*: Robb Engineering Works Ltd, supply & erection of structural steel for cantilever hangar, RCAF Station; Forbes & Sloat Ltd, construction of roads, etc, RCAF Station. *Summerside P E I & Greenwood N S*: Richards-Wileox Canadian Co Ltd, supply & erection of electrically operated hangar doors, RCAF Stations. *Bedford Basin N S*: Frost Steel & Wire Co (Quebec) Ltd, supply & erection of chain link fence, RCN Magazine. *Cornwallis N S*: Cardinal Painting & Decorating Co Ltd, interior painting of P & RT bldg, Naval Base. *Dartmouth N S*: Quemar Co Ltd, construction of masonry bldg, Bedford Basin Magazine. *Greenwood N S*: Robb Engineering Works Ltd, supply & erection of structural steel for cantilever hangar, RCAF Station. *Halifax N S*: Fundy Construction Co Ltd, construction of lumber storage bldg, HMC Dockyard; Cameron Contracting Ltd, construction of concrete reservoir with booster pump, etc, Osborne Head; D A Cummings Ltd, re-roofing bldg S 15, HMCS *Stadacona*; McDonald Construction Co Ltd, renewal of exterior siding & other related work on Administration Bldg (Bldg D-34), HMC Dockyard; Standard Construction Co Ltd, construction of leanto bldg D66, HMC Dockyard. *Shelburne N S*: Acadia Construction Ltd, construction of terminal bldg & generator bldg, RCN Station. *Chatham N B*: Cameron Contracting Ltd, construction of standard auxiliary power unit bldg, RCAF Station. *Bagotville Que*: J A Simard, construction of standard auxiliary power unit bldg, RCAF Station. *Longue Pointe Que*: Canit Construction Ltd, construction of dynamometer bldg. *St Hubert Que*: Rapid Construction Ltee, construction of standard auxiliary power unit bldg, RCAF Station. *Valcartier Que*: Allan Construction Ltd, construction of command medical equipment depot & inflammable stores bldg; C Jobin Ltee, construction of WO's & Sgts' mess. *Camp Borden Ont*: Barclay Construction Ltd, construction of vehicle garage. *Clinton Ont*: Dickson Larkey Ltd, replacement of underground steam distribution system. *Ottawa Ont*: Ottawa Hydro Electric Commission, *installation of electric service to curling rink, HMCS *Carleton*; Thomas Fuller Construction Co Ltd, construction of National Defence Medical Centre. *Uplands Ont*: North Shore Construction Co Ltd, construction of roads, walks & parking areas, RCAF Station; Metallicrete Floor Co Ltd, resurfacing concrete floors in Armament Bldgs, RCAF Station. *Fort Churchill Man*: McNamara Construction Ltd & Henry J Kaiser Co (Canada) Ltd, construction of runway extension, taxiway & parking aprons & aerodrome lighting facilities; Henry J Kaiser Co (Canada) Ltd, McNamara Construction Co Ltd & The Tower Co Ltd, construction of Air Force refuelling base (various bldgs, services & POL installation). *Portage La Prairie Man*: Shaver Construction Co Ltd, erection of control tower bldg & outside services, RCAF Station; Tallman Construction Co Ltd, reconstruction of access road, RCAF Station. *Calgary (Sarcee) Alta*: Poole Construction Co Ltd, construction of unit drill hall, medical equipment depot & inflammable stores bldg. *Edmonton Alta*: Burns & Dutton Co Ltd, erection & finishing of prefabricated steel garages, Griesbach Barracks. *Namao Alta*: New West Construction Co Ltd, construction of standard control tower & outside services, RCAF Station. *Penhold Alta*: Sandquist Construction Ltd, erection of control tower bldg & outside services, RCAF Station. *Comox B C*: A & B Construction Co Ltd, construction of standard auxiliary power unit bldg, RCAF Station. *Near Taylor B C*: Dominion Bridge Co Ltd, construction of superstructure for Peace River Bridge, Alaska Highway.

Building and Maintenance

Summerside P E I: Curran & Briggs Ltd, resurfacing of walks & driveways in PMQ area. *Greenwood N S*: Bedard-Girard Ltd, rehabilitation of electrical distribution system, RCAF Station. *Halifax N S*: Martin & Moore Ltd, exterior painting of 37 bldgs, Windsor Park. *St Margarets (Chatham) N B*: Melvin J Hayes, grading & seeding, RCAF Station. *St Hubert Que*: Kredl Roofing Corp, re-roofing of hanger No 12, RCAF Station. *St Johns Que*: Kredl Roofing Corp, replacement of roof covering & flashings on Hangar No 101. *Ste Sylvestre Que*: Dominion Transport Moving & Storage Reg'd, *crating & transportation of boiler & ancillary equipment to RCAF Station, Moisie. *Camp Borden Ont*: W A Moffatt Co, re-roofing of bldgs E141 to 146 inclusive. *Centralia Ont*: Walmsley Bros Ltd, replacement of hangar apron, RCAF Station. *Kingston Ont*: Will-Mac Construction Ltd, construction of tennis courts, RMC. *Calgary Alta*: Wm Clark Roofing & Bldg Supplies Ltd, re-roofing & re-flashing of hangar No 39 & two lean-tos. *Edmonton Alta*: New West Construction Co Ltd, construction of respirator testing chamber bldg, Griesbach Barracks.

Department of Defence Production

Summerside P E I: M F Schurman Co Ltd, exterior painting of 62 PMQs, RCAF Station. *Cornwallis N S*: Banfield & Miles, interior painting of RCN Hospital, Bldg No 7. *HMCS Cornwallis*: Marsh Plumbing & Heating, installation of plumbing system, South Officers' Block, Bldg No 31-2, HMCS Cornwallis. *Camp Gagetown N B*: Saint John Iron Works Ltd, *painting of smokestack, Central Heating Plant, Bldg B-11. *Moncton N B*: G E Carr, interior painting & floor refinishing of 24 PMQs. *HMCS Coverdale. Quebec Que*: Arthur Tessier, replacement of linoleum & tile, Armoury Bldg, La Citadelle. *St Sylvestre Que*: Phessis Construction Ltee, replacement of curb, RCAF Station. *Barriefield Ont*: L M Welter Ltd, installation of underground communication system (line training), Royal Canadian School of Signals, Vimy Barracks. *Hagersville Ont*: Totum Construction Co Ltd, enlargement of steelox bldg, No 45, Army Camp. *Ottawa Ont*: Wm D'Aoust Construction Ltd, replacement of roof slabs on septic tank etc, Connaught Rifle Range. *Pictou Ont*: Lundy Fence Co Ltd, erection of chain link security fence, Old Camp. *Rockcliffe Ont*: Metallicrete Floor Co Ltd, finishing concrete slab for garage floors, RCAF Station. *Trenton Ont*: Argo Roofing Co Ltd, reroofing of four bldgs, No 6 Repair Depot, RCAF Station. *Camp Shilo Man*: Maple Leaf Construction Ltd, asphalt surfacing of driveways, Townsite area; Maple Leaf Construction Ltd, landscaping of centre strip, Boulevard, Kingston Ave; Barr's Transfer, *supply, loading & tailspreading of gravel on range roads, Shilo Military Camp (areas I & III); Burton Construction Co Ltd, *supply, loading & tailspreading of gravel on range roads, Shilo Military Camp (Area II). *Fort Churchill Man*: Canada Catering Co Ltd, catering. *Winnipeg Man*: Twin Cities Painting & Building Cleaning Co, exterior painting of nine bldgs, Fort Osborne Barracks; Venus Venetian Blind Co Ltd, installation of venetian blinds in PMQs, Fort Osborne Barracks area. *Regina Sask*: A P Green Fire Brick Co Ltd, repairs to furnace refractory in No 2 & No 3 boilers, DND heating plant; Lesliès Painting Contractors, interior painting of 211 Base Workshop, RCME. *Edmonton Alta*: New Method Concrete & Builders Ltd, *construction of addition to locker room, Bldg No H-15, Griesbach Barracks. *Belmont Park B C*: Colebank, Noble & Davies Ltd, installation of cast iron pipe, Seward Defence. *Lynn Creek B C*: Skyline Roofing Ltd, reroofing of bldg No 2. *Victoria B C*: Geo E Goodwin, interior painting of PMQs, Work Point Barracks. *North West Highway System B C*: B C Department of Highways, *application of traffic lines between Mile 14 & Mile 35.

National Harbours Board

Halifax N S: Standard Paving Maritime Ltd, crushed gravel surfacing of Pier A-1 & paving Berth 35 & Pier A-1, roadway & approaches, Ocean Terminals.

Department of National Revenue

Freighsburg Que: Miquelon & Simard, construction of customs officer's residence. *Hereford Road Que*: Morin Construction Ltd, construction of office bldg. *Haskett Man*: G F Thompson, construction of customs examining warehouse. *Treelon Sask*: Weyburn Builders & Supplies, construction of customs officer's residence. *Nelway B C*: Inland Construction, construction of office bldg.

Department of Northern Affairs and National Resources

Prince Edward Island National Park P E I: Nelson Good, *supply & installation of heating system, Warden's residence; Curran & Briggs Ltd, *excavation & backfill for water line trench, Green Gables Golf Course. *Baddeck N S*: Leo's Appliances, *supply & installation of new heating system, Alexander Graham Bell Museum; Leonard Harvey, *supply, placement & compaction of fill material & topsoil along entrance road, Alexander Graham Bell Museum. *Grand Pre National Historic Park N S*: Church Electric, *supply & installation of electric wiring; Willie E Smith, *construction of combined workshop, garage & storage bldg. *Port Royal N S*: Valley Services Ltd, *installation of new electrical service, Champlain Habitation. *Fort Beausejour National Historic Park N B*: Gordon F Goodwin, *supply & installation of drinking fountains & two hot water tanks, Aulac; Rayworth Electrical Service, *supply & installation of ventilating fan, Aulac. *Fort Lenoiz National Historic Park Que*: Roger Electric Inc, installation of underground electrical distribution system; Antonio Levesque, *plastering ceiling, Museum Bldg. *Fort Wellington National Historic Park Ont*: Stewart & Broad Construction Co Ltd, *supply & installation of frisees, Prescott. *Lower Fort Garry Historic Park Man*: H Dukelow, installation of underground wiring system. *Prince Albert National Park Sask*: Patrick Construction Co Ltd, construction of garage. *Riding Mountain National Park Alta*: R A McGimpsey, *installation of heating system, staff quarters bldg. *Waterton Lakes National Park Alta*: Schow Electric, *electrical wiring, Warden's residence; Hall Bros, *supply & installation of heating system & plumbing, Warden's residence.

Department of Public Works

Deer Lake Nfld: Provincial Constructors Ltd, additions & alterations to federal bldg. *Gander Nfld*: Wm A Trask Ltd, construction of RCMP detachment quarters. *St John's Nfld*: Royle Excavating Co Ltd, construction of guide rail, Signal Hill Park access road. *Alberton P E I*: Diamond Construction (1955) Ltd, harbour improvements & extension to railway wharf. *West Point P E I*: Diamond Construction (1955) Ltd, breakwater extension. *Boudreauville N S*: MacDonald, MacDonald, MacDonald & MacDonald, breakwater repairs. *Broad Cove Marsh N S*: M C Campbell & D J Grant, wharf extension. *Judique (Baxters) N S*: Allan J MacDonald, harbour improvements. *Ledge Harbour N S*: Liverpool Lumber Co Ltd, breakwater repairs. *Mill Cove N S*: Colin R MacDonald Ltd, breakwater reconstruction. *North Sydney N S*: Foundation Maritime Ltd, construction of federal bldg. *Parrsboro N S*: Halverson & Smith Ltd, construction of RCMP detachment quarters. *South Side (Donald's Head) N S*: Shelburne Contracting Ltd, breakwater repairs. *Upper Port Latour N S*: Kenney Construction Co Ltd, harbour improvements. *Campbellton N B*: Kenney Construction Co Ltd, construction of federal bldg. *Perth N B*: McLaughlin Construction Co Ltd, construction of RCMP detachment quarters. *Anse à Valteau Que*: Emile Cloutier, construction of landing extension. *Baie St Paul Que*: Chs Eugene Tremblay, construction of protection wall. *Batiscan Que*: Marautier Construction Inc, construction of protection works. *Cap aux Meules Que*: La Cie de Construction Arseneau, breastwork repairs. *Cap de la Madeleine (Ste Marthe) Que*: Marautier Construction Inc, construction of retaining wall. *Champlain Que*: Dessureault & St Arnaud Ltée, construction of retaining wall. *Cloridorme West Que*: Etienne Beaudoin, construction of protection works. *Dorion-Vaudreuil Que*: Gauthier & Frere Ltee, construction of post office. *Forestville Que*: Camille Dufour, wharf repairs. *Gaspe (Sandy Beach) Que*: Leo Mathieu, installation of lighting system. *Grande Vallee Que*: Elphege Lemieux, construction of protection wall. *Gros Cap Que*: Les Entreprises de L'Est Ltee, construction of breakwater. *Havre Aubert Que*: La Cie de Construction Arseneau, repairs to wharf & approach. *Henrysburg Que*: Armand Barriere, construction of animal inspection station. *Lanoraie Que*: Armand Sicotte & Fils Ltee, construction of protection works. *Lavaltrie Que*: Armand Sicotte & Fils Ltee, construction of protection works. *Matane Que*: Mono-pole Construction Inc, construction of retaining wall. *Nicolet Que*: Rapid Construction Ltd, construction of federal bldg. *Port St Francois Que*: Anatole Proulx, construction of protection wall. *Quebec Que*: Union Quarries & Paving Ltd, wharf extension (Queen's wharf). *Rimouski Que*: Les Pavages Laurentiens Enr, wharf repairs & improvements (asphalt pavement). *Riviere au Renard Que*: Hector Blouin, construction of protection wall. *Ste-Anne des Monts (Mont Albert) Que*: Les Entreprises Gaspé Inc, construction of protection works. *St Ignace de Loyola Que*: Armand Sicotte & Fils Ltee, construction of protection works. *St Jean Que*: Methe Freres Ltee, construction of garage, workshop

& storage bldg. *St Laurent, I O, Que:* J B Vaillancourt, construction of protection wall. *Ste Marie de Beauce Que:* South Shore Construction Reg'd, construction of protection wall. *St Simon Que:* J M G Construction Inc, wharf repairs. *Sept Iles Que:* Gulf Maritime Construction Ltd, construction of retaining wall. *Sorel Que:* Tracy Construction Inc, construction of retaining wall. *Tracy Que:* Lucien Danis, construction of retaining wall. *Varennnes Que:* Pierre de Martigny, repairs to protection wall. *Vercheres Que:* Henri Louis Martel, construction of retaining wall. *Big Bay Ont:* R A Blyth, wharf repairs. *Burlington Ont:* Sir Robert McAlpine (Canada) Ltd, construction of Burlington Canal lift bridge substructure & Canal wall bulkhead. *Chatham Ont:* Wm L Green, construction of RCMP detachment quarters. *Kenora Ont:* Bergman & Nelson Ltd, construction of wharf. *Kingston Ont:* James Kemp Construction Ltd, demolition of Crawford bldg & construction of new Customs Wharf office. *Mallorytown Ont:* Robert D Mackey Construction Co Ltd, wharf reconstruction. *Moose Factory Ont:* Universal Plumbing & Heating Co Ltd, improvement of municipal services, phase 7, & revisions to heating mains. *Ottawa Ont:* L Beaudoin Construction Ltd, application of new tar & gravel roof with related flashing & masonry repairs, Science Service bldg, Central Experimental Farm; John Colford Contracting Co Ltd, supply & installation of warm air heating unit & air conditioning apparatus in Rooms 15, 17, 19 & 21, Dominion Bureau of Statistics bldg, Tunney's Park; L Beaudoin Construction Co Ltd, general roofing & related flashing & coping repairs, 75 St Patrick St; Ontario Building Cleaning Co, repairs to Norlite Bldg; L Beaudoin Construction Ltd, repointing & resetting stonework, East Block Courtyard, Parliament Bldgs; L Beaudoin Construction Ltd, conversion of Room 660, Centre Block, Parliament Bldgs, to washroom; A Lanetot Construction Co Ltd, alterations & repairs at 479 Bank St; Roland Lariviere Ltd, repointing & repairs to stonework, Geodetic Survey bldg, Central Experimental Farm. *Pelee Island Ont:* Pinch Electric Co, harbour improvements (lighting—wharf & warehouse). *Peterborough Ont:* Mortloek Construction Ltd, construction of UIC Bldg. *Port Maitland Ont:* The Cementation Co (Canada) Ltd, repairs to piers. *Altona Man:* A W Peterson Construction Co Ltd, construction of Post Office bldg. *Fisher River Man:* Louis Ducharme & Associates Ltd, construction of nurses' residence. *Pine Falls Man:* North American Buildings Ltd, construction of nurses' residence, Indian Hospital. *Transcona Man:* Steel Structures (Western) Ltd, erection of pre-fabricated metal bldg for Grain Inspection Board. *Winnipeg Man:* Peter Leitch Construction Ltd, construction of controlled temperature rooms, Science Service Laboratory, Dept of Agriculture; Swanson Construction Co Ltd, repairs & improvements, Immigration Hall. *Assiniboia Sask:* Pals Construction Ltd, construction of RCMP detachment quarters. *Hanley Sask:* Shoquist Construction Ltd, construction of RCMP detachment quarters. *Maidstone Sask:* C M Miners Construction Co Ltd, construction of RCMP detachment quarters. *Nipawin Sask:* C M Miners Construction Co Ltd, construction of RCMP detachment quarters. *Prince Albert Sask:* Royal Davis, additions & alterations to Immigration bldg. *Banff National Park Alta:* Shaw Construction Co Ltd, application of base course & prime, Mile 22 to Mile 46, Banff-Jasper Highway; Storms Contracting Co (Pacific) Ltd, grading, culverts, base course & prime, Mile 74 to Mile 82.3, Banff-Jasper Highway. *Banff National Park Alta & Yoho National Park B C:* Cunningham & Shannon Ltd, removal of rock bluff at junction of Trans-Canada & Banff-Jasper highways, Banff National Park, Alta, & construction of access road, bridge & approaches, Kicking Horse Pass, B C. *Derwent Alta:* Adanac Contracting & Developing Ltd, construction of RCMP detachment quarters. *Manning Alta:* Lloyd Christenson Ltd, construction of RCMP detachment quarters. *Ahousat B C:* Ivan Ossinger, wharf repairs. *Chemainus B C:* Pacific Pile Driving Co Ltd, wharf improvements. *Dodge Cove B C:* Skeena River Pile Driving Co, construction of float extension. *Fanny Bay B C:* Victoria Pile Driving Co Ltd, construction of approach & wharf repairs. *Gibson's Landing B C:* Greenlees Pile Driving Co Ltd, harbour improvements. *Heriot Bay B C:* Horie & Tynan Construction Ltd, float extension. *New Westminster B C:* Vancouver Pile Driving & Contracting Co Ltd, construction of pontoon slipway, Annacis Slough. *Ocean Falls B C:* Horie & Tynan Construction Ltd, construction of floats. *Shawinigan Lake B C:* Seaward Construction Ltd, construction of RCMP detachment quarters. *South Pender B C:* Fraser River Pile Driving Co Ltd, wharf reconstruction. *Vancouver B C:* E H Shockley & Son Ltd, construction of science service laboratory bldg, University of British Columbia; Turnbull & Gale Construction Co Ltd, installation of sanitary sewer services to Government laboratories, UBC Campus. *Victoria B C:* G H Wheaton Ltd, construction of Prosthetic Services Bldg, DVA Hospital. *Fort Resolution N W T:* Progress Electric Ltd, installation of electrical services in various bldgs.

Contracts Containing the General Fair Wages Clause

Fishing Cove P E I: Maritime Dredging Ltd, dredging. *Liverpool N S*: Everett Refuse, alterations to federal bldg. *Lower Sandy Point N S*: Kenney Construction Co Ltd, dredging. *McAdam N B*: A W Thompson, renovations to federal bldg. *Grindstone Que*: Fred Lapierre, interior painting in federal bldg; Fred Lapierre, basement alterations in federal bldg. *La Malbaie Que*: Gerard Savard, construction of curbs & fence around federal property. *La Sarre Que*: Adelard Pelletier Inc, construction of fence, federal bldg. *Little English Bay (Baie Comeau) Que*: McNamara Construction Co Ltd, dredging. *Nicolet River Que*: Theode Robidoux Inc, dredging. *Quebec Que*: J P Lajeunesse Inc, repairs to roof, Temporary Bldg; Talbot, Hunter Eng & Boiler Works Ltd, repairs to boiler, Temporary Bldg. *St Eustache Que*: Lionel Berthelet, repairs to cornices & fence, Federal Bldg. *Yamachiche River Que*: Theode Robidoux Inc, dredging. *Arnprior Ont*: M Sullivan & Son, construction of fence, Civil Defence College. *Hamilton Ont*: Sherwood Construction Co, general repairs, Revenue Bldg. *Ottawa Ont*: A C McDonald & Sons, installation of light fixtures, Storage Archives Bldg, Tunney's Pasture; Alf Grodte Ltd, redecoration at 38 Bank St; Unida Plumbing & Heating Co, installation of floor drains, National Research Bldg, Sussex Drive; A Bruce Benson, structural repairs, "A" Bldg, Cartier Square; Leopold Beaudoin Construction, washroom repairs, Senate Chambers, Parliament Bldgs; Roland Lariviere Ltd, repairs to gate, Senate Chambers; Roland Motard Electric, installation of electrical power outlets, Finance Bldg, Tunney's Pasture; J Strathom, sidewalk repairs, Central Experimental Farm; F E Cummings, alterations to Woods-Canadian Bldg; Edward Levesque & Co, redecoration, No 8 Temporary Bldg; Oak Construction Co, installation of railings & counters, Mortimer Bldg; Roy Soderlind & Co, electrical rewiring, 45 Spencer St; Dominion Electric Protection, installation of fire alarm system, Public Archives; Dominion Electric Protection, installation of fire alarm system, Norlite Bldg; Leopold Beaudoin Ltd, construction of catwalks, Forest Products Laboratory, Montreal Road. *Point Traverse Ont*: Ontario Marine & Dredging Ltd, dredging. *Toronto Ont*: A C Horn Co Ltd, stonework repairs at City Delivery Bldg; Huntley Steeplejack Co, repairs to windows, City Delivery Bldg; Taylor Bros, installation of partitions in Prudential House; Richard & B A Ryan, repairs to roof, Postal Station "A". *Wheatley Ont*: Granite Construction Ltd, paving at federal bldg. *Winnipeg Man*: Malcolm Construction Co, paving at Immigration bldg. *Saskatoon Sask*: Shogquist Construction Co, construction of storage space, Bldg No 8. *Nanaimo B C*: V B Johnson Ltd, landscaping, Federal Bldg. *Vancouver B C*: B C Marine Engineers & Shipbuilders Ltd, overhaul of PWD Snagboat *Essington I*.

Department of Transport

Gander Nfld: McNamara Construction Co Ltd, additional airport development; Kenney Construction Co Ltd, alterations & extension to Signal Centre bldg. *Near Lark Harbour Nfld*: Harold R Sheppard, construction of NDB bldg, etc, at Devil's Head. *Port Hastings N S*: Clarence W LeLacheur, erection of canal superintendent's dwelling; T C Gorman (NS) Ltd, construction of north entrance wall at Canso Lock. *Moncton N B*: Hi-Lite Electric Ltd, installation of control cables for AASR. *Montreal Que*: J R Robillard Ltd, alterations to domestic Terminal bldg, Airport. *Pointe des Monts Que*: Arthur Lafontaine & Fernand Belanger, construction of power house & related works. *St Joseph d'Alma Que*: Jean-Joseph Riverin Ltee, airport development. *Brockville Ont*: McNamara Construction Co Ltd, construction of 6 concrete piers for navigation lights. *Dunnville Ont*: S G Powell Shipyard Ltd, *construction of two self-propelled steel scows for use in Eastern waters. *Earlton Ont*: La Societe d'Entreprises Generales Ltee, additional airport development. *Fort William Ont*: Davidson & Exell, additions to water supply system, Lakehead Airport. *Kinburn Ont*: H S Clark, construction of radio beacon bldg & related work. *Malton Ont*: Roy Beattie Construction, construction of sewage disposal system for new hangar area; Modern Building Cleaning Service of Canada Ltd, cleaning of Air Terminal bldgs, Toronto Airport. *North Bay Ont*: Bedard-Girard Ltd, installation of readiness button lighting, Airport. *Pagwa Ont*: J M Fuller Ltd, general repairs to radio bldgs, Radio Range Station. *Port Colborne Ont*: E B Magee Ltd, *construction of two landing barges for use at St John's, Nfld. *Thorold Ont*: Lorenzo Contracting Co Ltd, construction of intake & conduit from Welland Ship Canad to Second Welland Canal. *Wallaceburg Ont*: Lee Marine Ltd, *removal of five wrecks, Stag Island, St Clair River. *Beechy Sask*: Swift Construction Co Ltd, construction of radio beacon bldg, omni range, dwelling, etc. *Swift Current Sask*: Swift Construction Co Ltd, construction of airport boundary fencing. *Grande Prairie Alta*: Everall Engineering Ltd, paving of Airport access

road; D & B Construction, construction of double staff dwelling & related work. *New Westminster B C*: Star Shipyard (Mercer's) Ltd, *construction of self-propelled scow. *Patricia Bay B C*: Perini (Pacific) Ltd, additional airport development. *Penticton B C*: Storms Contracting Co (Pacific) Ltd, additional airport development. *Port Hardy B C*: Industrial Water Supply Co Ltd, *drilling, developing & completing well at Airport. *Frobisher Bay N W T*: C A Pitts General Contractor Ltd, construction of bldgs at Townsite. *Snag Y T*: Rush & Tompkins (Canada) Ltd, reconstruction of access road. *Teslin Y T*: Dawson & Hall Ltd, supply & erection of prefabricated metal storage & carpenter shop bldg & related work.

STRIKES AND LOCKOUTS

October 1958

During October, 40,037 workers in Canada were involved in 48 work stoppages resulting in a time loss of 828,890 man-days. Although the number of work stoppages decreased slightly from the preceding month, the time loss was up by more than 300,000 man-days, amounting to the highest monthly total recorded since July 1952*.

The substantial increase in time loss from September was the result of three large work stoppages that began in previous months and continued throughout October. These included the strike of 11,000 workers employed by the International Nickel Co. in Sudbury and Port Colborne, and stoppages involving 15,000 construction workers in Toronto and 8,000 steelworkers in Hamilton. These three stoppages caused more than nine-tenths of the total time loss during October. (The steel strike in Hamilton and the dispute involving construction workers in Toronto were settled in early November.)

Of the 48 work stoppages in progress during October, 16 involved 100 or more workers. Ten of these larger work stoppages began prior to October and five of the ten were still in progress at the end of the month. Of the six larger work stoppages

that started during October, only one was still in progress at the end of the month.

During October, Ontario had by far the highest time loss; in fact, close to 95 per cent of the total time loss for the month was recorded in that province, where the three largest stoppages mentioned earlier were in progress.

In Quebec, approximately two-thirds of the recorded time loss was caused by a strike involving 1,800 shipbuilding workers in Lauzon. This stoppage ended on October 20.

TABLE 1—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, OCTOBER 1958.

Industry	No. of Strikes and Lockouts	No. of Workers	Time Loss
Mining	3	11,426	252,325
Manufacturing	24	12,283	230,775
Construction	7	15,295	339,310
Transportation ...	4	154	1,705
Trade	3	73	1,335
Service	7	806	3,440

TABLE 2—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, OCTOBER 1958.

Province	No. of Strikes and Lockouts	No. of Workers	Time Loss
Nova Scotia	4	620	9,045
Quebec	8	2,677	34,460
Ontario	28	35,897	781,310
Manitoba	2	380	1,530
Alberta	2	354	955
British Columbia..	3	119	1,500
More than one Prov.	1	90	90

*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

Work stoppages, mostly small, were also reported from many other provinces but in none of these did the number of man-days lost exceed the 10,000 mark. In the largest strike outside Ontario and Quebec, 170 quarry workers were idled in Wentworth and Hantsport, N.S.; this stoppage, which started on October 31, 1957, was still in progress at the end of October 1958.

PRICES AND THE COST OF LIVING

Consumer Price Index, November 1958

The consumer price index (1949=100) rose 0.2 per cent from 126.0 to 126.3, an all-time high, between the beginning of October and November 1958. A year ago the index stood at 123.3*.

Although four of the five group indexes were higher in the month, an increase of 1.0 per cent in other commodities and services accounted for most of the change in the total index. This latter group rose from 131.8 to 133.1, with most of this increase resulting from the initial pricing of 1959 passenger cars, which showed a rise of approximately 5 per cent over introductory prices on 1958 models a year ago, and 12 per cent over October prices of 1958 models. A scatter of price increases occurred in other items in this group, namely, hospital rates, theatre admissions, pharmaceuticals, cigarette tobacco, haircuts, and personal care items.

The food index declined from 123.4 to 123.2 as prices were lower for pork, chicken, grapefruit, apples, and some canned fruits. Higher prices were reported for beef, bananas, oranges, tomatoes, potatoes, and celery.

The shelter index increased from 139.6 to 139.8 as both the rent and home-ownership components rose fractionally.

The clothing index moved from 109.9 to 110.4, mainly as a result of a number of prices moving up from previous month's sale prices. Some piece goods were higher.

The household operation index rose from 121.3 to 121.5 as higher prices for coal, household utensils and equipment and some household supplies more than balanced sale price declines on furniture and floor coverings.

Group indexes one year earlier (November 1957) were: food, 120.2, shelter 136.3, clothing 109.8, household operation 120.5, and other commodities and services 127.7.

City Consumer Price Indexes, October 1958

Consumer price indexes (1949=100) rose in all ten regional cities between the beginning of September and October 1958, with increases ranging from a fractional 0.1 per cent in Saskatoon-Regina to 0.6 per cent in both Ottawa and Vancouver*.

Food indexes were higher in all regional cities except St. John's (down 0.7 per cent) and Toronto (unchanged). Beef prices rose in all regions while pork prices recorded an even more substantial decline in most regional cities. Most imported fruits and vegetables, particularly oranges and grapefruit, were higher whereas domestically grown produce showed lower prices, especially apples and potatoes. Egg prices declined in most eastern cities but were up generally in western cities. Coffee continued to decline in most regional cities. Bread prices increased in Vancouver.

The shelter index was unchanged in five of the ten regional cities and rose fractionally in the other five, with an increase of 0.3 per cent the largest change.

Clothing indexes were unchanged in two cities, Saint John and Saskatoon-Regina, and higher in all other eight regional cities, increases ranging from 0.1 per cent in Toronto to 1.2 per cent in Vancouver.

Household operation indexes rose in eight of the ten regional cities; an increase of 0.9 per cent in Saint John was the largest change. Indexes for both St. John's and Saskatoon-Regina were unchanged.

Increases occurred in all ten regional cities for the other commodities and services indexes, with changes ranging from 0.1 per cent in Saint John to 1.6 per cent in St. John's.

Regional consumer price index point changes between September and October were as follows: Ottawa +0.7 to 126.4; Vancouver +0.7 to 126.7; Halifax +0.6 to 123.7; Edmonton-Calgary +0.6 to 122.4; Saint John +0.5 to 126.2; Montreal +0.5 to 126.6; St. John's +0.2 to 112.7†; Toronto +0.2 to 128.9; Winnipeg +0.2 to 123.5; Saskatoon-Regina +0.1 to 123.1.

Wholesale Prices, October 1958

The general wholesale price index (1935-39=100) eased slightly -0.1 per cent—between September and October, moving from 227.1 to 226.9, which is 0.8 per cent higher than October 1957. Four of the major groups declined and the remaining four advanced.

*See Table F-2 at back of book.

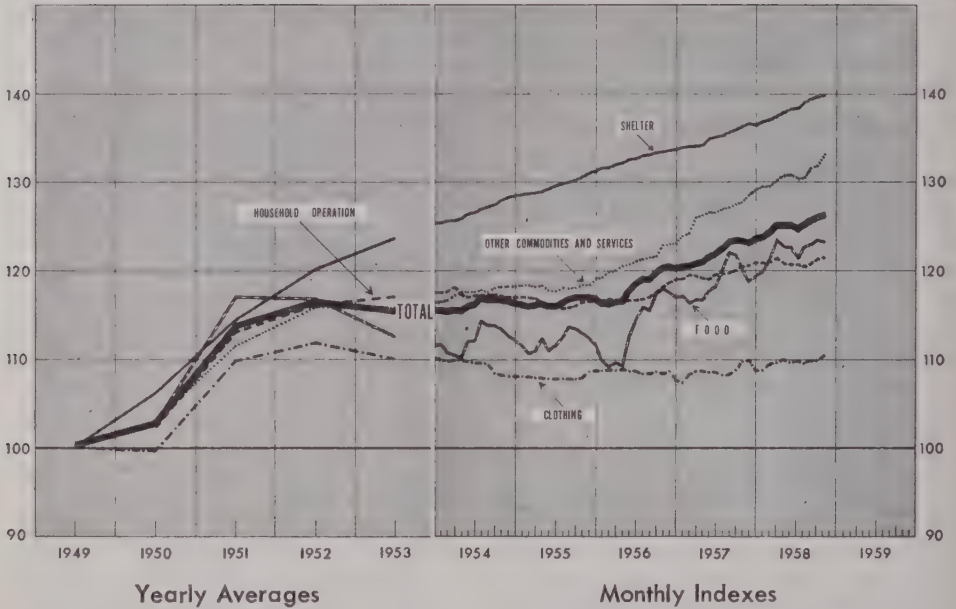
†On base June 1951=100.

*See Table F-1 at back of book.

CONSUMER PRICE INDEX

Source: BUREAU OF ECONOMIC ANALYSIS

Index 1949=100



Vegetable products moved 0.7 per cent lower from 198.2 to 196.9, wood products decreased 0.6 per cent from 301.5 to 299.8, textile products moved down 0.5 per cent from 228.2 to 227.0 (the lowest point since December 1955), and animal products declined 0.1 per cent from 246.1 to 245.8.

Non-ferrous metals rose—the third successive increase—2.4 per cent from 165.6 to 169.5, non-metallic minerals advanced 0.4 per cent from 187.5 to 188.2, iron products moved up 0.2 per cent from 251.6 to 252.0, and chemical products increased 0.2 per cent from 183.4 to 183.8.

The index of farm product prices at terminal markets rose from 211.1 in September to 211.8 in October. The field products index dropped from 155.2 to 154.4 but the animal products index rose, from 266.9 to 269.3. The eastern index advanced from 227.3 to 228.2 and the western index from 194.8 to 195.5.

The residential building materials price index (1949=100) was down 0.5 per cent

from 128.4 to 127.8 between September and October; the non-residential building materials price index advanced 0.2 per cent from 129.6 to 129.8.

U.S. Consumer Price Index, October 1958

The United States consumer price index (1947-49=100) at mid-October was unchanged at 123.7 for the third successive month. The all-time high was 123.9, reached last July. Between mid-September and mid-October, the food index dropped 0.5 per cent, the apparel and the recreation indexes were unchanged, and all other group indexes rose.

U.K. Index of Retail Prices, September 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose fractionally, from 108.3 to 108.4, between mid-August and mid-September. A year earlier it was 106.1.

The all-time high was 109.6, reached last April.

Employees of Class 1 railroads in the United States in 1957 were more than 56,000 fewer than in the preceding year, according to a bulletin published by the Association of American Railroads. It was the sixth consecutive drop, 1952 to 1957, and the largest.

(Class 1 railroads are now classified as those with annual operating revenues of \$3 million or more. Prior to January 1, 1956, this amount was \$1 million or more.)

Total hours paid for, and average number of hours paid for also declined, but total compensation rose.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 123

Agriculture

1. *Agricultural Adjustment Problems in a Growing Economy*. Edited by Earl O. Heady, and others. Assembled and published under the sponsorship of the North Central Farm Management Research Committee. Ames, Iowa State College Press, 1958. Pp. 315.

Includes papers presented at a conference on "Adjusting Commercial Agriculture to Economic Growth" sponsored by the North Central Farm Management Research Committee in co-operation with the Farm Foundation, held in Chicago, March 18 and 19, 1957.

2. WUNDERLICH, FRIEDA. *Farmer and Farm Labor in the Soviet Zone of Germany*. Foreword by Alvin Johnson. New York, Twayne Publishers, 1958. Pp. 162.

The collectivized and nationalized farming in Eastern Germany has resulted in inefficient methods of farming and in a sense of insecurity, fear of increased controls and of collectivization, and of arrest among farmers and farm workers.

Annual Reports

3. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Summary of Business Activity in British Columbia, 1957. An Annual Survey of Economic Conditions with a Statistical Supplement for the Years, 1945-1957*. Victoria, 1958. Pp. 35.

4. CANADA. CIVIL SERVICE COMMISSION. *Annual Report for the Year 1957*. Ottawa, Queen's Printer, 1958. Pp. 14.

5. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1958*. Ottawa, Queen's Printer, 1958. Pp. 84.

6. CANADA. DEPARTMENT OF LABOUR. GOVERNMENT EMPLOYEES COMPENSATION BRANCH. *Occupational Disablements incurred by Employees of the Government of Canada, 1957-58*. Ottawa, 1958. Pp. 73.

7. CYPRUS. DEPARTMENT OF LABOUR. *Annual Report for the Year, 1957*. Nicosia, Government Printing Office, 1958. Pp. 86.

8. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Time Rates of Wages and Hours of Labour, 1st April, 1958*. London, H.M.S.O., 1958. Pp. 294.

9. NATIONAL BUREAU OF ECONOMIC RESEARCH. *Investing in Economic Knowledge: Thirty-Eighth Annual Report; a Record for 1957 and Plans for 1958*. New York, 1958. Pp. 108.

10. NEW ZEALAND. DEPARTMENT OF STATISTICS. *Report on the Industrial Accidents Statistics of New Zealand for the Year 1956*. Wellington, Government Printer, 1958. Pp. 48.

11. PENNSYLVANIA. LABOR RELATIONS BOARD. *Twenty-First Annual Report for the Calendar Year ending December 31, 1957*. Harrisburg, 1958. Pp. 156.

Atomic Power

12. AMERICAN ASSEMBLY. *Atoms for Power; United States Policy in Atomic Energy Developments. Background Papers prepared for the use of Participants and the Final Report of the Twelfth American Assembly, Arden House, Harriman Campus of Columbia University, Harriman, New York, October 17-20, 1957*. Final ed. New York, American Assembly, Columbia University, 1957. Pp. 165.

Contents: Introduction: The Nature of the Atomic Power Problem, by Philip C. Jessup. The Environs of Atomic Power, by Robert Oppenheimer. The Atomic Power Program in the United States, by Oliver Townsend. An Appraisal of the United States Nuclear Power Program, by Walter H. Zinn. American Foreign Policy and the Peaceful Uses of Atomic Energy, by Klaus Knorr. Nuclear Power in the United Kingdom, by Sir John Cockcroft. Europe and Atoms for Power, by Max Kohnstamm. Final Report of the Twelfth American Assembly.

13. EUROPEAN PRODUCTIVITY AGENCY. *The Industrial Challenge of Nuclear Energy; Research, Uses, Social Problems. Papers given during the Second Information Conference on Nuclear Energy for Management, Amsterdam, 24-28 June 1957*, by P. Akar, and others. Paris, O.E.E.C., 1958. Pp. 301.

Contains information on the following: "the organization and progress of nuclear research (including fusion) and industry's part in this field; nuclear fuel resources, mineral prospecting, the manufacture of fuel elements, and the treatment of irradiated

fuels; nuclear energy as a source for generating electric power and for propulsion; technical, economic and financial problems; risks resulting from nuclear installations, the effects of radiation, methods of protection, the liability of operators of nuclear plant and insurance coverage."

Automation

14. *Automation and the Consumer*, by eight Tory back-benchers: Sir John Barlow, and others. Foreword by Iain MacLeod. London, 1956. Pp. 40.

Contents: The Meaning of Automation. The Probable Effects of Automation. The Penalties of Failure to use Automation. Automation and the Mobility of Labour. Suggested Action by Management, Trade Unions and Government—Alone and Together. For Whose Benefit is Automation? Summary of Conclusions and Recommendations.

15. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *The Meaning of Work in an Age of Automation*, by Bernard Karsh. Urbana, 1957. Pp. 3-13.

Some results of automation: 1. a smaller labour force in plants; 2. relocation of plant facilities outside a city; 3. twenty-four hour a day operation of the plant because of the expense of letting the machines be idle.

Automobile Industry and Trade

16. EDITORIAL RESEARCH REPORTS. *Profit Sharing and Union Strategy*, by Helen B. Shaffer. Washington, 1958. Pp. 183-199.

Deals with the United Automobile Workers' demand that American automobile manufacturers should share profits with their employees and with their customers.

17. REUTHER, WALTER PHILIP. *Price Policy and Public Responsibility; Administered Prices in the Automobile Industry; Statement prepared for Presentation... to the Subcommittee on Antitrust and Monopoly of the Committee on the Judiciary, United States Senate... January 28, 1958*. Detroit, UAW Publications Dept., 1958. Pp. 108.

(Also) *Reply Statement*. April 3, 1958. Pp. 55.

Canada's Economic Prospects

18. HOOD, WILLIAM CLARENCE. *Output, Labour and Capital in the Canadian Economy*, by Wm. C. Hood and Anthony Scott. Hull, Queen's Printer, 1957. Pp. 513.

A study prepared for the Royal Commission on Canada's Economic Prospects.

Contents: Introduction. A Synoptic View of Growth. Theory of Economic Growth. The Population and the Labour Force. The Gross National Product and the Gross Domestic Product. The Accumulation of Capital. Divisions of Employment Output and Expenditures.

19. KENT, TOM. *Inside the Gordon Report*. Winnipeg, Winnipeg Free Press, 1958. Pp. 35. Reprinted from the Winnipeg Free Press.

Congresses and Conventions

20. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. *Proceedings of the Second Constitutional Convention of the AFL-CIO, Atlantic City, New Jersey, December 5-12, 1957*. Washington, 1958? 2 volumes.

Contents: v. 1. Daily Proceedings. v. 2. Report and Supplemental Reports of the Executive Council.

21. CANADIAN PULP AND PAPER ASSOCIATION. *Proceedings, Forty-Fifth Annual Meeting, 1958*. Montreal, 1958. Pp. 50.

22. INSTITUTE OF PUBLIC ADMINISTRATION OF CANADA. *Proceedings of the Ninth Annual Conference, Queen's University, Kingston, Ontario, September 4-7, 1957*. Edited by Philip T. Clark and Frank J. McGilly. Toronto, Distributed for the Institute... by the University of Toronto Press, 1958? Pp. 376.

Topics discussed: Impact of Monetary Policy on Financial Administration. Administrative Training in Canadian Governments. Conservation and Taxation of Natural Resources. Advisory Committees in Administration. The Changing Structure of Local Government. The Role of the Departmental Personnel Officer. Co-ordination in Administration. The Fowler Commission Report on Broadcasting in Canada.

23. INTERNATIONAL ASSOCIATION OF GOVERNMENTAL LABOR OFFICIALS. *Labor Laws and their Administration; Proceedings of the Fortieth Convention, Boise, Idaho, September 29-October 3, 1957*. Washington, G.P.O., 1958. Pp. 135.

24. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Workmen's Compensation Problems, 1957; Proceedings, 43rd Annual Convention, St. Paul, Minn., September 22-26, 1957*. Washington, U.S. Bureau of Labor Standards, 1958. Pp. 204.

25. SASKATCHEWAN CIVIL SERVICE ASSOCIATION. *Proceedings and Minutes of the Forty-Fifth Annual Convention held in... Regina, May 21, 22 and 23, 1958*. Regina, 1958. Pp. 105.

Education, Vocational

26. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. *Technological Education in Britain*. London, H.M.S.O., 1957. Pp. 35.

Briefly describes "provision made in Great Britain for training in engineering and in such applied sciences as industrial chemistry, applied physics and mineral survey."

27. U.S. OFFICE OF EDUCATION. *Administration of Vocational Education; Regulations for the Administration of Vocational Education Programs under the Provisions of the Federal Vocational Education Acts*. Rev. ed. Washington, G.P.O., 1958. Pp. 44.

Efficiency, Industrial

28. BRITISH PRODUCTIVITY COUNCIL. *Industry uses Work Study*. London, n.d., 1957? Pp. 48.

Gives brief examples of work study in 23 British firms. Work study is defined here as "the systematic analysis of methods, and it aims at increasing productivity by more effective use of labour, plant, materials and other resources."

29. EUROPEAN PRODUCTIVITY AGENCY. *Company Planning and Production Control; the Story of a Manufacturing Company*, by George M. Arisman. Project no. 173. Paris, O.E.E.C., 1958. Pp. 92.

A case study of an American company which overcame its financial difficulties by setting up a "Basic Management Structure of the Firm" which formulated company objectives and policies; by establishing a forecasting system; by planning manufacturing more effectively; by setting up purchase planning and procedure; by financial planning; by production control; and by learning to evaluate and interpret the results of planning.

Employment Management

30. DARTNELL CORPORATION. *Planning, preparing, and revising Employee Handbooks; a Management Guide for strengthening Personnel Policies, improving Communication, simplifying Supervision*. Chicago, c1958. 1 volume.

Covers planning, preparing, revising, and using employee handbooks.

31. HOOK, CHARLES RUFFIN. *What a Supervisor should know about himself*. Chicago, Dartnell Corporation, 1958. Pp. 23.

The author, who is Chairman of Armco Steel Corporation, outlines his views on the qualities of a good supervisor.

Industry—Location

The following four pamphlets were published by the Alberta Industrial Development Branch in Edmonton in 1957 and 1958.

32. *Survey of Athabaska*. Rev. February, 1958. Pp. 16.

33. *Survey of Edson*. Rev. July 1957. Pp. 16.

34. *Survey of Ponoka*. Rev. January, 1958. Pp. 12.

35. *Survey of St. Paul*. Rev. June, 1958. Pp. 16.

Labour Laws and Legislation

36. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Interest Representation and Policy Choice in Labor Law Administration*, by Murray Edelman. Urbana, 1958. Pp. 218-226.

Examines the manner in which government agencies administer policy which has been laid down by a regulatory statute.

37. JAMES, ARCHIE. *The Industrial Injuries Act, Damages at Common Law, and Other Legislation*. Cardiff, Published for, National Union of Mineworkers (South Wales Area) by Cymric Federation Press, 1957. Pp. 282.

A survey of workmen's compensation and industrial injuries laws in Great Britain.

38. TRADES UNION CONGRESS. *Industrial Law; an Introduction for Trade Union Officers*. London, 1957. Pp. 40.

A bird's-eye view of the English legal system and trade union law.

39. U.S. BUREAU OF EMPLOYMENT SECURITY. *Comparison of State Unemployment Insurance Laws as of January 1, 1958*. Washington, G.P.O., 1958. Pp. 145.

Labour Organization

40. CANADIAN ASSOCIATION FOR ADULT EDUCATION. *Are Big Unions less Democratic?* Toronto, 1958. Pp. 9. A Citizens' Forum pamphlet.

41. COCKBURN, JOHN. *The Hungry Heart; a Romantic Biography of James Keir Hardie*. London, Jarrolds, 1956. Pp. 286.

James Keir Hardie was one of the prime organizers of the British Labour Party. He edited various trade union papers during his lifetime, in particular, the *Labour Leader*, the official organ of the Independent Labour Party.

42. DANIELS, WALTER MACHRAY, Ed. *The American Labor Movement*. New York, H. W. Wilson Co., 1958. Pp. 223.

Gives a brief history of the American labour movement and discusses the merger of the AF of L and CIO, the provisions of the National Labor Relations Act of 1947 (the Taft-Hartley Act) and its application as seen by labour, management, and government spokesmen, the "right-to-work" laws, and internal union democracy and union ethics.

43. KERR, CLARK. *Unions and Union Leaders of Their Own Choosing*. New York, The Fund for the Republic, 1957. Pp. 24.

The author suggests six ways in which industrial trade union members can achieve more freedom: "Local union autonomy, a new faith for the union movement, secret elections of officers, independent judicial processes, permissive rules on entry to the union and on movement within industry, and narrow limits to union functions."

44. TRADES UNION CONGRESS. *What the TUC is doing, 1958*. London, 1958. Pp. 46.

Labouring Classes

45. BEVERSTOCK, A. G. *Modern Apprenticeship*. London, Classic Publications Ltd. n.d., 1958? Pp. 89.

46. CLAGUE, EWAN. *Manpower Problems of the Next Decade*. (Speech) before the Louisiana Personnel Management Conference, Baton Rouge, Louisiana, February 27, 1958. Washington, 1958. Pp. 8.

Topics discussed are the labour force, industrial shifts, and occupational shifts.

47. HENRIPIN, JACQUES. *Les collets blancs (croissance et structure)*. Montreal, Service d'Education, Confederation des travailleurs catholiques du Canada, 1958. Pp. 14.

Concerns the unionization of office workers.

48. MYERS, CHARLES ANDREW. *Labor Problems in the Industrialization of India*. Cambridge, Mass., Harvard University Press, 1958. Pp. 297.

This book is concerned with the problems facing labour, management, and government in the industrial development of the Indian economy.

49. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *The Labor Contract: Provision and Practice*, by Milton Derber, W. E. Chalmers, and Ross Stagner. Urbana, 1958. Pp. 12.

Compares the practices of 48 companies regarding 11 contract items together with the relevant contract clauses.

50. PARIZEAU, ROBERT. *Enquête sur le salaire annuel garanti*. Montreal, Ecole des Hautes Commerciales, Service de documentation économique, 1958. Pp. 66.

This study is based on the replies to a questionnaire which the author and the Association Professionnelle des Industriels sent out to over a thousand firms in the Province of Quebec. The questionnaire sought the opinion of the firm on the guaranteed annual wage.

Occupation

51. BEDFORD, JAMES HIRAM. *Your Future Job, a Guide to Personal and Occupational Orientation of Youth in the Atomic Age*. New rev. ed. Los Angeles, Society for Occupational Research, 1956. Pp. 366.

52. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Careers in Meteorology*. Ottawa, Queen's Printer, 1958. Pp. 20.

Explains briefly the nature of the work, working conditions, earnings, personal qualifications, preparation and training, advancement, related occupations, advantages and disadvantages, and how to enter the field.

53. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Optometrist*. Rev. ed. Ottawa, Queen's Printer, 1958. Pp. 20.

Outlines education requirements, duties, working conditions, earnings, advantages and disadvantages.

Open and Closed Shop

54. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. IN-

DUSTRIAL UNION DEPARTMENT. *The Case for the Union Shop*. Washington, n.d., 1958? Pp. 31.

This pamphlet argues that "the union shop is a guarantee of stability on the job for the period of the contract." It also alleges that without the union shop collective bargaining would be undermined and that unions would lose their effectiveness.

55. INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS. *The I.B.E.W. looks at Restrictive Labor Laws*. Washington, n.d., 1958? Pp. 13.

An argument against right-to-work laws in the U.S.

56. PETRO, SYLVESTER. *Personal Freedom and Labor Policy*. New York, Institute of Economic Affairs, New York University, c1958. Pp. 15.

The author, Professor of Law at New York University Law School, advocates the right of employees to choose whether or not to join unions, among other things.

United Nations

57. UNITED NATIONS. COMMISSION ON THE STATUS OF WOMEN. *Report of the Twelfth Session, 17 March-3 April 1958*. New York, 1958. Pp. 23.

58. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1957*. New York, 1958. Pp. 227.

59. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Annual Report, 29 March 1957-15 March 1958*. New York, 1958. Pp. 68.

60. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Annual Report, 30 May 1957-8 April 1958*. New York, 1958. Pp. 29.

61. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Economic Survey of Latin America, 1956*. New York, United Nations, Dept. of Economic and Social Affairs, 1957. Pp. 183.

Miscellaneous

62. CANADA. CIVIL SERVICE COMMISSION. *Civil Service Examinations; Specimen Questions and General Information*. Ottawa, Queen's Printer, 1958. Pp. 27.

63. LATIN AMERICAN MEETING OF EXPERTS ON STEEL MAKING AND TRANSFORMING INDUSTRIES, SAO PAULO, 1956. *Problems of the Steel Making and Transforming Industries in Latin America. I. Report of the Latin American Meeting of Experts on Steel Making and Transforming Industries*. New York, United Nations, 1958. Pp. 62.

Sponsored by the secretariats of the Economic Commission for Latin America and of the Technical Assistance Administration, in collaboration with the *Associação Brasileira de Metais*.

64. U.S. COMMITTEE OF ENGINEERS AND SCIENTISTS FOR FEDERAL GOVERNMENT PROGRAMS. *Summary Report of Survey of Attitudes of Scientists and Engineers in Government and Industry*. Washington, G.P.O., 1957. Pp. 78.

This study is based on the answers to a questionnaire of about 17,500 engineers and scientists in the U.S. Federal Government service and about 3,400 similar individuals employed outside the Government. The information was collected between September 1956 and January 1957. The questions concerned the following: 1. employer and place of employment; 2. relative importance of 15 elements which determine their over-all satisfaction with a research position; 3. job

satisfaction, professional freedom and opportunity for professional growth; 4. working conditions and resources for research; 5. utilization and relationships with immediate supervisors and with higher management; 6. pay, promotion and classification; 7. training; 8. career prospects; and, 9. fringe benefits.

65. U.S. NATIONAL SCIENCE FOUNDATION. *Basic Research, a National Resource*. Washington, G.P.O., 1957. Pp. 64.

Examines the need for more basic research in science. Basic research provides new knowledge to develop new products and new industries to keep up the economy. Basic research is necessary for national security.

Revised Edition of "The Labour Force" Now Available

The Labour Force, November 1945-July 1958, containing a revised historical series of the employment characteristics of the Canadian population, is now available through the Information Services Division of the Dominion Bureau of Statistics at the price of \$2.00.

It is a revised edition of the Reference Paper No. 58 with labour force statistics

for the period August 1951 to July 1958 adjusted to population estimates based on the 1956 census rather than the 1951 census.

Labour force data published in the regular monthly reports from August 1958 take account of revised population estimates, and will form a consistent series with material in Reference Paper No. 58, the Bureau announced.

Decisions of Umpire (Continued from page 1418)

which she was willing to accept employment, she had failed to prove that she was available for work from April 6, 1958.

The dissenting member of the board held that the claimant had indicated her willingness to accept employment in quite a large area where there were many types of industries and that she had proved she was available for work within the meaning of the Act from April 28, 1958. He held also that it was unreasonable to expect the claimant to travel 40 miles to and from employment "with the kind of transportation facilities available".

The claimant appealed to the Umpire on substantially the same grounds as those contained in her appeal to the board of referees with respect to her availability for work.

Considerations and Conclusions: The present case hinges on whether there were opportunities of employment within the capabilities of the claimant in the larger area where, as she stated in her appeal to the board of referees, she was willing to accept suitable work.

This is purely a question of fact, and I must say that I am more impressed with the statement of the dissenting member regarding the "many types of industries" which exist in the larger area than with the vague reference made by the employ-

ment officer with regard to the practically non-existent opportunities of employment in the area. But even the statement of the dissenting member lacks precision. There might be many types of industries in the locality that would give ample opportunities for employees such as mechanics or operators, but little for clerical staff. In a case such as the present one which turns on the conditions of the local labour field, I think that the record should contain more detailed information.

In this case, it is to be remembered that the claimant, who at first restricted her availability to R....., subsequently extended it to O....., W..... and as far south as the city limits; and it is not clear whether the employment officer's statement regarding the scant opportunities of work dealt also with all the types of employment which the claimant was capable of performing in view of her qualifications and experience.

Under the circumstances, I am prepared to give the benefit of the doubt to the claimant; but since during the period she restricted her availability to R..... she could not have been available, I must disqualify her from April 6 to 27, 1958, inclusive.

But for this modification of the period of disqualification, the claimant's appeal is allowed.

LABOUR STATISTICS

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A—Labour Force

NOTE—Small adjustments have been made in the labour force figures to bring them into line with population estimates based on the 1956 Census; consequently, the figures in Tables A-1 and A-2 are not strictly comparable with those for months prior to August 1958. Adjusted figures for those earlier months are given in the Supplement to The Labour Force, September 1958, a Dominion Bureau of Statistics publication, and detailed figures on the revised basis will appear in the forthcoming DBS Reference Paper No. 58, The Labour Force.

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED SEPTEMBER 20, 1958

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,159	110	439	1,728	2,265	1,064	553
Agricultural.....	782	*	65	175	196	320	25
Non-Agricultural.....	5,377	109	374	1,553	2,069	744	528
Males.....	4,638	90	340	1,311	1,666	812	419
Agricultural.....	766	*	59	163	169	290	24
Non-Agricultural.....	3,932	89	281	1,148	1,497	522	395
Females.....	1,521	20	99	417	599	252	134
Agricultural.....	76	*	*	12	27	30	*
Non-Agricultural.....	1,445	20	93	405	572	222	133
All ages.....	6,159	110	439	1,728	2,265	1,064	553
14—19 years.....	563	14	49	205	164	97	34
20—24 years.....	782	16	60	251	266	129	60
25—44 years.....	2,857	51	180	792	1,080	480	274
45—64 years.....	1,725	28	128	432	604	309	164
65 years and over.....	232	*	22	48	91	49	21
<i>Persons with Jobs</i>							
All status groups.....	5,888	98	410	1,630	2,181	1,047	522
Males.....	4,411	79	314	1,229	1,595	800	394
Females.....	1,477	19	96	401	586	247	128
Agricultural.....	774	*	63	173	192	320	25
Non-Agricultural.....	5,114	97	347	1,457	1,989	727	497
Paid Workers.....	4,707	80	319	1,333	1,851	680	444
Males.....	3,387	63	235	971	1,317	475	326
Females.....	1,320	17	84	362	534	205	118
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	271	12	29	98	84	17	31
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,247	155	447	1,487	1,750	890	518
Males.....	1,057	48	96	278	321	187	127
Females.....	4,190	107	351	1,209	1,429	703	391

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended September 20, 1958		Week Ended August 23, 1958		Week Ended September 21, 1957	
	Total	Seeking Full-time Work ⁽¹⁾	Total	Seeking Full-time Work ⁽¹⁾	Total	Seeking Full-time Work ⁽¹⁾
Total looking for work.....	294	283	300	285	215	201
Without Jobs.....	271	262	281	267	197	186
Under 1 month.....	81	—	81	—	77	—
1—3 months.....	94	—	194	—	84	—
4—6 months.....	43	—	40	—	21	—
7—12 months.....	38	—	42	—	12	—
13—18 months.....	*	—	*	—	*	—
19— and over.....	*	—	*	—	*	—
Worked.....	23	21	19	18	18	15
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	16	14	13	12	13	10

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Total
	Mining	Manu- facturing	Trans- portation, Storage, and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance, Services including Government)	Supple- mentary Labour Income	
1953—Total....	393	3,954	1,320	297	887	194	1,665	2,757	468	12,110
1954—Total....	402	3,903	1,317	310	869	204	1,764	3,010	494	12,432
1955—Total....	430	4,156	1,392	339	911	204	1,874	3,212	539	13,215
1956—Total....	489	4,604	1,537	405	1,102	226	2,072	3,521	590	14,719
1957—Total....	544	4,821	1,647	371	1,189	252	2,268	3,926	639	15,825
1957—Sept.....	47.3	410.4	144.1	.....	.....	.....	.....	.....	.....	1,385.0
Oct.....	46.0	407.0	142.4	.....	.....	.....	.....	.....	.....	1,363.6
Nov.....	46.2	401.4	140.6	88.0	290.4	65.7	592.5	1,015.7	163.6	1,344.6
Dec.....	45.7	386.1	134.3	.....	.....	.....	.....	.....	.....	1,294.8
1958—Jan.....	46.0	381.9	103.3	.....	.....	.....	.....	.....	.....	1,267.8
Feb.....	46.5	385.5	132.2	64.7	229.1	65.2	567.1	1,024.0	163.5	1,277.1
Mar.....	45.8	389.8	130.3	.....	.....	.....	.....	.....	.....	1,283.2
Apr.....	43.9	392.3	134.6	.....	.....	.....	.....	.....	.....	1,304.0
May.....	44.9	401.3	141.0	65.7	289.1	69.0	585.4	1,069.7	168.4	1,354.8
June.....	45.6	404.9	143.1	.....	.....	.....	.....	.....	.....	1,384.5
July.....	45.0	402.1	145.7	.....	.....	.....	.....	.....	.....	1,382.1
Aug.....	45.5	399.8	145.7	75.7	335.4	71.1	592.3	1,080.5	172.0	1,385.6
Sept.....	44.5	404.0	143.4	.....	.....	.....	.....	.....	.....	1,403.6

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At September 1, employers in the principal non-agricultural industries reported a total employment of 2,760,844

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
1957—Sept. 1.....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1.....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1.....	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1.....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1.....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1.....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1.....	112.9	185.3	163.4	70.20	108.3	180.4	165.6	72.80
May 1.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
June 1.....	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
July 1.....	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
Aug. 1.....	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
Sept. 1.....	121.5	200.8	164.6	70.72	111.3	184.6	164.7	72.43

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1 1958	Aug. 1 1958	Sept. 1 1957	Sept. 1 1958	Aug. 1 1958	Sept. 1 1957
(a) PROVINCES						
Newfoundland.....	138.3	139.3	144.7	61.70	61.86	62.16
Prince Edward Island.....	126.5	123.1	129.9	50.29	50.50	49.54
Nova Scotia.....	98.4	100.3	104.7	58.24	58.35	56.44
New Brunswick.....	103.0	102.1	109.0	57.87	58.77	57.66
Quebec.....	120.7	120.7	125.5	67.77	68.11	65.62
Ontario.....	121.1	122.2	127.3	73.61	73.89	71.04
Manitoba.....	113.1	113.8	115.9	67.88	67.51	65.43
Saskatchewan.....	136.9	135.9	137.0	69.51	69.37	66.15
Alberta (including Northwest Territories).....	160.9	160.3	162.6	73.60	72.43	69.76
British Columbia (including Yukon).....	120.1	119.7	135.5	76.01	74.75	74.88
Canada.....	121.5	122.0	127.6	70.72	70.76	68.48
(b) METROPOLITAN AREAS						
St. John's.....	133.9	133.4	130.6	51.30	50.62	49.74
Sydney.....	91.5	91.6	94.6	72.76	75.03	72.63
Halifax.....	112.6	113.4	118.2	57.65	57.70	54.52
Saint John.....	92.9	93.7	98.5	53.73	54.72	51.19
Quebec.....	108.9	112.4	116.7	58.87	59.09	57.51
Sherbrooke.....	98.4	97.2	105.0	57.55	57.76	54.55
Three Rivers.....	117.8	116.6	123.9	64.56	64.96	62.73
Drummondville.....	73.7	70.1	76.6	59.29	58.68	58.86
Montreal.....	122.7	122.6	127.4	69.41	69.63	67.00
Ottawa—Hull.....	124.7	123.2	122.7	65.32	65.40	62.50
Peterborough.....	98.6	98.5	106.2	77.48	78.77	73.08
Oshawa.....	137.9	146.5	165.7	81.27	72.32	69.40
Niagara Falls.....	115.8	112.6	142.3	71.76	72.89	71.40
St. Catharines.....	111.6	106.7	127.0	79.01	79.22	75.63
Toronto.....	132.4	131.6	132.3	74.58	75.04	71.58
Hamilton.....	98.5	108.8	115.5	75.50	78.28	74.55
Brantford.....	85.5	83.7	85.0	65.50	66.13	63.07
Galt.....	112.5	112.8	117.2	63.21	63.44	60.83
Kitchener.....	115.3	115.8	118.6	66.47	66.07	63.96
Sudbury.....	133.4	136.0	146.8	76.25	77.18	85.46
London.....	118.2	120.9	119.6	66.90	67.25	64.26
Sarnia.....	120.8	130.5	145.5	94.65	90.42	87.67
Windsor.....	67.3	78.0	85.1	77.43	77.99	74.38
Sault Ste. Marie.....	149.6	145.7	145.5	89.23	86.14	88.91
Ft. William—Pt. Arthur.....	120.2	125.6	130.4	72.78	70.98	72.77
Winnipeg.....	109.9	109.7	110.6	64.54	63.67	61.35
Regina.....	127.1	125.7	129.3	64.93	65.34	63.31
Saskatoon.....	140.4	140.8	136.6	65.30	64.57	60.15
Edmonton.....	188.5	187.8	189.7	69.39	69.01	66.91
Calgary.....	162.7	166.6	165.2	69.22	68.02	66.24
Vancouver.....	118.2	116.9	128.1	74.98	74.38	72.34
Victoria.....	116.0	117.2	125.5	68.71	68.72	64.63

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY
WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1 1958	Aug. 1 1958	Sept. 1 1957	Sept. 1 1958	Aug. 1 1958	Sept. 1 1957
Mining	126.1	127.2	132.5	86.02	84.74	84.01
Metal mining..	141.0	141.8	143.5	87.42	86.29	87.12
Gold...	75.5	76.4	79.2	72.01	71.09	70.37
Other metal..	202.1	202.7	203.4	92.79	91.63	93.20
Fuel..	99.6	100.7	109.5	87.75	86.32	83.06
Coal.....	54.6	54.9	59.1	69.63	69.55	66.91
Oil and natural gas..	275.6	280.2	293.1	101.81	99.18	94.94
Non-metal.....	137.5	140.0	152.7	75.80	74.24	72.80
Manufacturing	111.3	111.8	118.5	72.43	72.62	69.77
Food and beverages..	125.9	122.4	128.4	62.40	63.94	59.85
Meat products.....	136.6	135.4	130.0	72.04	72.86	71.17
Canned and preserved fruits and vegetables..	183.2	142.5	217.4	46.36	51.17	45.17
Grain mill products.....	105.1	104.0	105.1	71.71	71.81	67.70
Bread and other bakery products.....	111.7	111.7	111.7	64.31	64.17	62.02
Biscuits and crackers.....	95.3	95.7	98.5	54.64	54.98	52.50
Distilled and malt liquors.....	98.1	112.6	110.7	85.08	84.77	79.35
Tobacco and tobacco products.....	90.5	90.4	87.0	71.53	75.62	67.59
Rubber products.....	98.7	100.5	109.1	75.89	74.78	69.68
Leather products.....	88.4	86.5	90.1	50.38	49.44	48.71
Boots and shoes (except rubber).....	93.9	92.1	94.7	47.65	46.84	46.53
Textile products (except clothing).....	77.8	75.4	83.8	58.50	58.21	56.61
Cotton yarn and broad woven goods.....	76.5	71.7	83.1	54.05	52.19	52.69
Woollen goods.....	60.2	59.0	70.8	56.33	56.11	53.98
Synthetic textiles and silk.....	80.2	79.1	85.3	65.08	65.96	63.44
Clothing (textile and fur).....	93.2	89.2	95.8	47.12	46.07	45.56
Men's clothing.....	95.0	92.2	101.1	45.88	44.83	44.36
Women's clothing.....	99.6	93.1	98.3	49.59	47.99	48.26
Knit goods.....	77.1	74.6	80.4	46.13	45.09	44.79
Wood products.....	109.9	109.4	112.3	63.55	61.93	61.23
Saw and planing mills.....	113.6	112.9	114.1	65.19	63.00	62.64
Furniture.....	111.0	109.7	114.9	62.48	61.69	60.30
Other wood products.....	90.2	92.9	98.7	56.43	56.36	55.65
Paper products.....	125.6	125.0	129.3	85.05	84.65	83.11
Pulp and paper mills.....	125.8	125.8	131.4	91.05	90.29	89.01
Other paper products.....	125.1	123.0	124.2	70.17	70.43	67.59
Printing, publishing and allied industries.....	118.1	118.7	119.3	78.76	79.02	74.79
Iron and steel products.....	99.3	103.4	112.7	81.99	82.25	79.29
Agricultural implements.....	60.0	56.4	43.5	83.52	80.24	73.19
Fabricated and structural steel.....	162.6	162.4	182.9	83.90	82.46	80.06
Hardware and tools.....	87.5	88.6	96.8	74.80	73.58	72.35
Heating and cooking appliances.....	105.9	102.7	102.8	73.14	72.26	69.31
Iron castings.....	91.7	94.0	102.5	77.27	76.68	76.33
Machinery mfg.....	107.3	106.8	125.4	77.99	78.81	74.99
Primary iron and steel.....	87.4	111.9	126.8	93.44	93.94	91.89
Sheet metal products.....	105.7	104.2	114.0	83.61	84.13	77.96
Transportation equipment.....	111.8	122.2	136.5	81.58	80.18	76.02
Aircraft and parts.....	367.4	367.6	398.6	87.94	88.40	81.34
Motor vehicles.....	75.7	96.1	108.4	88.11	82.30	77.83
Motor vehicle parts and accessories.....	90.3	86.4	106.2	79.96	77.52	72.43
Railroad and rolling stock equipment.....	70.1	78.4	89.0	71.20	71.45	70.06
Shipbuilding and repairing.....	119.5	143.5	153.5	77.42	76.51	75.51
Non-ferrous metal products.....	127.0	126.8	123.3	82.27	83.72	80.75
Aluminum products.....	134.4	131.6	139.5	80.71	81.97	75.87
Brass and copper products.....	104.7	105.1	109.2	79.19	77.34	75.68
Smelting and refining.....	150.9	152.6	139.0	87.52	90.12	88.66
Electrical apparatus and supplies.....	135.2	134.5	151.2	78.92	79.30	75.22
Non-metallic mineral products.....	142.8	140.4	142.1	77.60	77.01	73.74
Clay products.....	110.5	109.4	109.8	70.31	69.40	68.87
Glass and glass products.....	138.1	132.8	135.9	72.83	74.20	68.43
Products of petroleum and coal.....	141.7	143.1	145.9	105.05	102.66	102.58
Chemical products.....	132.3	132.4	136.0	82.97	83.11	79.50
Medicinal and pharmaceutical preparations.....	120.2	119.2	118.0	75.04	75.30	70.37
Acids, alkalis and salts.....	148.7	150.0	146.2	92.36	92.26	88.67
Miscellaneous manufacturing industries.....	122.9	119.8	114.0	64.54	65.11	60.72
Construction	147.8	147.6	158.0	76.08	76.36	75.59
Building and general engineering.....	145.9	145.7	162.7	82.81	83.49	82.91
Building.....	147.4	147.2	163.2	80.49	81.20	80.66
General engineering.....	139.5	139.5	160.7	93.10	93.64	92.37
Highways, bridges and streets.....	150.9	150.8	150.6	65.62	65.28	62.96
Service	143.8	142.7	140.8	47.46	47.76	45.36
Hotels and restaurants.....	135.7	136.2	137.2	37.77	37.92	37.19
Laundries and dry cleaning plants.....	115.6	116.4	115.3	42.85	42.45	42.23
Other service.....	202.6	194.3	185.5	69.58	71.76	66.71
Industrial composite	121.5	122.0	127.6	70.72	70.76	68.48

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Sept. 1, 1958	Aug. 1, 1958	Sept. 1, 1957	Sept. 1, 1958	Aug. 1, 1958	Sept. 1, 1957
Newfoundland.....	38.6	38.0	41.3	150.2	150.5	153.8
Nova Scotia.....	40.4	40.5	41.1	145.4	146.3	143.7
New Brunswick.....	41.4	42.0	41.5	139.9	143.0	137.2
Quebec.....	41.7	41.2	41.9	148.2	149.8	143.7
Ontario.....	40.3	40.3	40.2	172.2	174.3	167.4
Manitoba.....	40.8	40.3	40.0	155.6	155.1	149.8
Saskatchewan.....	39.5	39.3	39.9	177.7	177.2	169.5
Alberta ⁽¹⁾	40.4	39.8	40.2	171.6	173.1	167.4
British Columbia ⁽²⁾	38.1	37.2	38.0	200.2	199.7	190.1

⁽¹⁾ Includes Northwest Territories.

⁽²⁾ Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1 1958	Aug. 1 1958	Sept. 1 1957	Sept. 1 1958	Aug. 1 1958	Sept. 1 1957	Sept. 1 1958	Aug. 1 1958	Sept. 1 1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	40.9	40.6	42.4	195.9	195.0	188.0	80.12	79.17	79.71
Metal mining.....	40.7	40.3	42.9	204.3	203.4	196.2	83.15	81.97	84.17
Gold.....	42.3	41.6	41.9	159.2	159.4	157.5	67.34	66.31	65.99
Other metal.....	40.1	39.8	43.3	222.0	220.8	211.0	89.02	87.88	91.36
Fuels.....	40.0	39.7	40.9	185.9	186.3	179.5	74.36	73.96	73.42
Coal.....	38.8	39.1	39.6	170.6	172.8	163.8	66.19	67.56	64.86
Oil and natural gas.....	42.4	40.7	42.9	212.0	209.5	204.2	89.89	85.27	87.60
Non-metal.....	43.1	43.3	43.0	172.8	170.0	165.6	74.48	73.61	71.21
Manufacturing.....	40.6	40.3	40.6	164.2	165.9	159.5	66.67	66.86	64.76
Food and beverages.....	40.6	40.9	41.0	139.8	143.1	133.8	56.76	58.53	54.86
Meat products.....	40.9	41.2	40.6	167.0	167.5	167.5	68.30	69.01	68.01
Canned and preserved fruits and vegetables.....	37.9	39.1	40.4	108.5	115.3	102.7	41.12	45.08	41.49
Grain mill products.....	42.7	42.5	41.9	158.4	158.2	150.9	67.64	67.24	63.23
Bread and other bakery products.....	42.7	42.9	43.8	135.7	134.2	129.9	57.94	57.17	56.90
Distilled and malt liquors.....	40.6	40.8	40.0	189.9	191.6	183.1	77.10	78.77	73.24
Tobacco and tobacco products.....	40.8	42.6	39.8	165.3	167.8	156.0	67.44	71.48	62.09
Rubber products.....	40.7	40.3	39.0	173.2	171.5	164.5	70.49	69.11	64.16
Leather products.....	41.1	40.1	40.5	114.2	114.1	110.6	46.94	45.75	44.79
Boots and shoes (except rubber).....	41.0	39.7	40.2	108.6	109.1	107.2	44.53	43.31	43.09
Textile products (except clothing).....	41.8	41.2	42.0	124.9	124.9	121.6	52.21	51.46	51.07
Cotton yarn and broad woven goods.....	39.6	37.8	39.6	123.7	122.8	121.8	48.99	46.42	45.23
Woolen goods.....	43.4	43.3	43.1	118.2	117.9	114.2	51.30	51.05	49.22
Synthetic textiles and silk.....	43.4	43.6	44.6	133.3	134.8	129.2	57.85	58.77	57.62
Clothing (textile and fur).....	38.9	37.7	38.7	108.8	108.1	105.5	42.32	40.75	40.83
Men's clothing.....	38.3	36.8	37.9	109.8	109.3	106.3	42.05	40.22	40.29
Women's clothing.....	37.9	36.1	37.7	115.7	114.6	114.0	43.85	41.37	42.98
Knit goods.....	40.8	40.0	40.7	102.2	101.0	100.0	41.70	40.40	40.70
*Wood products.....	41.9	40.9	41.5	145.6	145.2	141.8	61.01	59.39	58.85
Saw and planing mills.....	41.3	40.0	40.5	154.3	153.2	150.8	63.73	61.28	61.07
Furniture.....	43.4	42.8	43.6	134.3	134.9	130.1	58.29	57.74	56.72
Other wood products.....	42.0	41.5	42.2	124.7	127.0	123.1	52.37	52.71	51.95
Paper products.....	41.2	41.0	41.4	193.6	193.6	188.3	79.76	79.38	77.96
Pulp and paper mills.....	41.2	40.8	41.3	208.0	207.4	202.5	85.70	84.62	83.63
Other paper products.....	41.5	41.3	41.8	153.5	154.5	146.8	63.70	63.81	61.36
Printing, publishing and allied industries.....	39.4	39.5	40.2	198.7	198.0	187.7	78.29	78.21	75.46
*Iron and steel products.....	40.7	40.6	40.9	190.5	192.2	185.5	77.53	78.03	75.87
Agricultural implements.....	40.2	39.3	37.2	197.3	188.2	171.5	79.31	73.96	63.80
Fabricated and structural steel.....	41.2	40.2	41.2	187.1	187.0	182.2	77.09	75.17	75.07
Hardware and tools.....	41.2	40.3	41.0	167.4	166.8	164.5	68.97	67.22	67.45
Heating and cooking appliances.....	42.2	41.6	41.5	166.8	164.1	157.3	70.39	68.27	66.28
Iron castings.....	40.2	39.8	41.0	183.6	183.3	177.5	73.81	72.95	72.78
Machinery manufacturing.....	40.6	41.0	41.5	178.7	179.7	172.3	72.55	73.68	71.50
Primary iron and steel.....	39.4	40.2	40.6	224.5	225.1	219.5	88.45	90.49	89.12
Sheet metal products.....	41.7	42.3	41.3	192.8	192.2	180.7	80.40	81.30	74.63
*Transportation equipment.....	39.4	39.2	38.6	189.8	188.5	182.1	74.78	73.89	70.29
Aircraft and parts.....	40.8	41.2	40.8	195.0	195.7	182.2	79.56	80.63	74.34
Motor vehicles.....	36.7	35.6	34.2	209.8	204.1	197.1	77.00	72.66	67.41
Motor vehicle parts and accessories.....	39.8	37.6	36.1	185.7	185.1	182.4	73.91	69.60	65.85
Railroad and rolling stock equipment.....	38.6	38.8	38.3	179.3	179.3	178.7	69.21	69.57	68.44
Shipbuilding and repairing.....	40.3	41.4	42.3	189.1	183.0	176.9	76.21	75.76	74.83
*Non-ferrous metal products.....	38.8	39.3	40.6	194.6	195.8	184.8	75.50	76.95	75.03
Aluminum products.....	41.6	42.0	41.2	166.8	169.0	157.5	69.39	70.98	64.89
Brass and copper products.....	40.8	40.0	41.5	181.8	181.5	171.6	74.17	72.60	71.21
Smelting and refining.....	37.6	38.5	40.3	214.2	215.0	205.4	80.54	82.78	82.78
*Electrical apparatus and supplies.....	40.5	40.6	40.5	172.2	173.6	165.6	69.74	70.48	67.07
Heavy electrical machinery and equipment.....	40.0	40.8	40.2	192.5	194.5	185.5	77.00	79.36	74.67
Radios and radio parts.....	40.3	40.6	40.7	154.2	155.2	145.2	62.14	63.01	59.10
Batteries.....	40.8	41.2	41.8	165.2	164.0	163.0	67.40	67.57	68.13
Refrigerators, vacuum cleaners and appliances.....	41.4	41.0	39.3	170.1	172.3	169.2	70.42	70.64	66.50
Miscellaneous electrical products.....	40.0	39.1	40.7	162.5	162.9	154.8	65.00	63.69	63.00
Wire and cable.....	42.1	43.0	41.7	191.5	191.3	183.4	80.62	82.26	76.48
*Non-metallic mineral products.....	44.2	44.3	43.5	167.6	166.0	161.0	74.08	73.54	70.04
Clay products.....	42.6	42.4	43.0	155.5	153.4	150.0	66.24	65.04	64.50
Glass and glass products.....	41.8	43.4	41.7	165.8	163.5	155.9	69.30	70.96	65.01
Products of petroleum and coal.....	41.2	40.1	42.1	232.7	229.2	224.9	95.87	91.91	94.68
Chemical products.....	40.5	40.5	40.5	182.4	182.1	173.5	73.87	73.75	70.27
Medicinal and pharmaceutical preparations.....	41.1	41.0	40.6	143.7	142.6	134.5	59.49	58.47	54.61
Acids, alkalis and salts.....	40.4	40.0	40.0	209.1	209.2	200.6	83.85	83.68	80.24
Miscellaneous manufacturing industries.....	41.3	41.4	41.2	137.9	139.3	131.0	56.95	57.67	53.97
*Durable goods.....	40.7	40.4	40.5	178.3	179.3	173.1	72.57	72.44	70.11
Non-durable goods.....	40.5	40.2	40.6	151.4	152.8	145.9	61.32	61.43	59.24
Construction.....	42.5	42.8	43.2	175.9	176.0	174.5	74.76	75.33	75.38
Building and general engineering.....	42.1	42.7	43.1	192.5	191.7	189.9	81.04	81.86	81.85
Highways, bridges and streets.....	43.2	43.1	43.2	147.6	144.7	142.6	63.76	62.37	61.60
Electric and motor transportation.....	44.6	44.2	45.0	169.2	168.7	160.0	75.46	74.57	72.00
Service.....	39.6	39.6	40.1	95.0	94.8	91.7	37.62	37.54	36.77
Hotels and restaurants.....	39.7	39.8	40.6	92.5	92.5	89.7	36.72	36.82	36.42
Laundries and dry cleaning plants.....	39.9	39.4	39.6	96.0	95.5	90.8	38.30	37.63	35.96

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958.....	40.4	165.8	66.98	160.6	125.2	128.3
May 1, 1958.....	40.4	166.4	67.23	161.2	125.1	128.9
June 1, 1958.....	40.7	167.2	68.05	163.2	125.1	130.5
July 1, 1958.....	40.5	166.6	67.47	161.8	124.7	129.8
August 1, 1958.....	40.3	165.9	66.86	160.3	125.2	128.0
September 1, 1958 (1).....	40.6	164.2	66.67	159.8	125.6	127.2

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registration for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
November 1, 1952	23,846	18,092	41,938	99,383	49,258	148,641
November 1, 1953	15,282	13,058	28,340	144,520	60,997	205,517
November 1, 1954	13,724	10,501	24,225	187,123	77,003	264,126
November 1, 1955	24,268	14,665	38,933	136,620	69,715	206,335
November 1, 1956	31,997	17,154	49,151	108,703	65,017	173,720
November 1, 1957	9,751	11,046	20,797	218,449	86,581	305,030
December 1, 1957	13,327	11,209	24,536	327,335	107,201	434,536
January 1, 1958	7,450	7,270	14,720	607,217	147,423	754,640
February 1, 1958	6,822	7,860	14,682	677,163	167,591	844,754
March 1, 1958	7,389	8,459	15,848	703,609	171,254	874,863
April 1, 1958	9,730	10,892	20,622	697,400	171,088	868,488
May 1, 1958	17,323	13,174	30,497	592,509	165,419	757,928
June 1, 1958	15,172	14,677	29,849	450,357	156,624	606,981
July 1, 1958	11,011	13,040	24,051	350,897	155,245	506,142
August 1, 1958	11,505	11,858	23,363	252,853	119,157	372,010
September 1, 1958	10,012	13,446	23,458	237,319	106,423	343,742
October 1, 1958 ⁽¹⁾	9,385	11,430	20,815	228,426	107,123	335,549
November 1, 1958 ⁽¹⁾	7,319	9,552	16,871	255,451	115,711	371,162

* Current Vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT SEPTEMBER 30, 1958⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				August 29, 1958	September 30, 1957
Agriculture, Fishing, Trapping	1,282	213	1,495	— 263	— 368
Forestry	436	4	440	+ 144	— 365
Mining, Quarrying and Oil Wells	356	29	385	— 33	— 230
Metal Mining.....	208	5	213	+ 17	+ 11
Fuels.....	111	13	124	— 38	— 234
Non-Metal Mining.....	14	2	16	+ 4	— 2
Quarrying, Clay and Sand Pits.....	7	—	7	— 9	+ 3
Prospecting.....	16	9	25	— 7	— 8
Manufacturing	2,298	1,914	4,212	— 861	— 1,537
Foods and Beverages.....	452	305	757	— 222	— 261
Tobacco and Tobacco Products.....	2	6	8	— 3	— 11
Rubber Products.....	16	15	31	+ 16	+ 5
Leather Products.....	37	117	154	— 54	— 63
Textile Products (except clothing).....	60	90	150	— 23	— 119
Clothing (textile and fur).....	93	821	914	— 465	— 223
Wood Products.....	275	50	325	+ 5	— 8
Paper Products.....	71	31	102	— 15	— 62
Printing, Publishing and Allied Industries.....	113	108	221	+ 8	— 14
Iron and Steel Products.....	335	69	404	— 48	— 152
Transportation Equipment.....	304	46	350	— 7	— 303
Non-Ferrous Metal Products.....	125	32	157	+ 47	— 26
Electrical Apparatus and Supplies.....	112	77	189	— 71	— 171
Non-Metallic Mineral Products.....	95	12	107	+ 5	+ 29
Products of Petroleum and Coal.....	38	14	52	+ 5	+ 19
Chemical Products.....	94	45	139	— 43	— 137
Miscellaneous Manufacturing Industries.....	76	76	152	+ 4	— 40
Construction	1,603	55	1,658	— 53	— 1,129
General Contractors.....	1,008	29	1,037	— 3	— 912
Special Trade Contractors.....	595	26	621	— 50	— 217
Transportation, Storage and Communication	355	180	535	— 85	— 344
Transportation.....	281	72	353	— 68	— 258
Storage.....	23	15	38	— 0	— 31
Communication.....	51	93	144	— 17	— 55
Public Utility Operation	57	21	78	+ 14	— 123
Trade	1,597	1,800	3,397	— 336	— 1,265
Wholesale.....	558	356	914	— 96	— 50
Retail.....	1,039	1,444	2,483	— 240	— 1,215
Finance, Insurance and Real Estate	509	401	910	— 144	— 83
Service	1,501	6,960	8,461	— 332	— 1,358
Community or Public Service.....	164	1,160	1,324	— 135	— 324
Government Service.....	592	292	884	+ 15	— 123
Recreation Service.....	65	53	118	+ 22	— 44
Business Service.....	325	302	627	— 83	+ 30
Personal Service.....	355	5,153	5,508	— 151	— 897
Grand Total	9,994	11,577	21,571	— 1,949	— 6,862

(¹) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT OCTOBER 2, 1953⁽¹⁾

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	867	861	1,728	6,531	1,782	8,313
Clerical workers.....	761	2,122	2,883	13,422	43,203	56,625
Sales workers.....	1,181	992	2,173	5,314	12,685	17,999
Personal and domestic service workers...	466	5,557	6,023	24,615	17,130	41,745
Seamen.....	6	—	6	1,190	2	1,192
Agriculture, fishing, forestry (Ex. log.)...	1,126	67	1,193	2,009	166	2,175
Skilled and semiskilled workers.....	3,506	1,251	4,757	104,062	15,695	119,757
Food and kindred products (incl. tobacco).....	44	16	60	1,021	382	1,403
Textiles, clothing, etc.....	77	956	1,033	2,137	9,164	11,301
Lumber and lumber products.....	419	1	420	8,950	114	9,064
Pulp, paper (incl. printing).....	52	12	64	1,049	452	1,501
Leather and leather products.....	31	68	99	738	809	1,547
Stone, clay and glass products.....	13	—	13	259	33	292
Metalworking.....	286	17	303	17,557	928	18,485
Electrical.....	77	14	91	3,090	917	4,007
Transportation equipment.....	1	—	1	1,719	80	1,799
Mining.....	87	—	87	3,391	—	3,391
Construction.....	990	—	990	21,226	2	21,228
Transportation (except seamen).....	432	19	451	16,240	134	16,374
Communications and public utility...	16	—	16	613	8	621
Trade and service.....	126	114	240	3,007	1,479	4,486
Other skilled and semiskilled.....	763	25	788	17,630	948	18,578
Foremen.....	41	9	50	2,001	230	2,231
Apprentices.....	51	—	51	3,434	15	3,449
Unskilled workers.....	1,472	580	2,052	71,283	16,460	87,743
Food and tobacco.....	306	245	551	2,576	2,959	5,535
Lumber and lumber products.....	67	19	86	6,707	344	7,051
Metalworking.....	45	11	56	6,618	510	7,128
Construction.....	603	—	603	28,542	1	28,543
Other unskilled workers.....	451	305	756	26,840	12,646	39,486
Grand Total.....	9,385	11,430	20,815	223,426	107,123	335,549

⁽¹⁾ Preliminary—subject to revision.

⁽²⁾ Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 2, 1958

(Source: U.I.C. 757)

Office	Unfilled Vacancies(%)			Registrations		
	(1) October 2, 1958	Previous Month August 28, 1958	Previous Year October 3, 1957	(1) October 2, 1958	Previous Month August 28, 1958	Previous Year October 3, 1957
Newfoundland	238	313	149	7,376	7,882	5,333
Corner Brook.....		9	32	2,320	2,194	1,017
Grand Falls.....	4	4	3	902	682	734
St. John's.....	234	300	114	4,154	5,006	3,582
Prince Edward Island	499	138	761	1,128	1,252	965
Charlottetown.....	91	98	134	766	728	630
Summerside.....	408	40	627	362	524	335
Nova Scotia	698	596	976	18,423	12,829	10,636
Amherst.....	8	10	16	413	438	423
Bridgewater.....	15	12	14	724	564	504
Halifax.....	457	386	554	3,694	3,738	3,146
Inverness.....				268	267	273
Kentville.....	119	77	87	880	888	723
Liverpool.....	1	3	8	285	261	249
New Glasgow.....	30	39	47	1,983	2,340	1,562
Springhill.....				298	233	478
Sydney.....	7	17	171	8,432	2,814	1,887
Truro.....	8		23	733	628	640
Yarmouth.....	53	52	56	713	658	751
New Brunswick	631	587	752	11,078	12,028	10,396
Bathurst.....	6	11	7	768	703	711
Campbellton.....	18	39	35	837	1,065	682
Edmundston.....		2	9	465	685	429
Fredericton.....	106	98	157	992	1,176	804
Minto.....			14	675	776	400
Moncton.....	299	284	288	2,296	2,306	2,254
Newcastle.....	1		7	925	894	928
Saint John.....	149	143	200	2,415	2,503	2,578
St. Stephen.....	6	8	6	977	1,042	989
Sussex.....	14	9	8	248	211	292
Woodstock.....	32	2	21	480	667	329
Quebec	4,232	4,595	7,955	99,834	99,706	76,612
Alma.....	46	16	93	1,168	1,271	829
Asbestos.....	9	11	65	514	644	359
Beauharnois.....	66	37	41	659	605	404
Buckingham.....	17	17	15	565	656	457
Causapscal.....	59	62	105	740	683	655
Chandler.....	2	5	4	169	263	185
Chicoutimi.....	86	61	71	1,485	1,263	1,155
Dolbeau.....	9	17	6	658	918	715
Drummondville.....	32	38	70	1,154	1,194	1,160
Farnham.....	41	11	348	566	513	447
Forestville.....	17	3	69	639	666	225
Gaspé.....	16	9	1	262	290	122
Granby.....	41	80	39	1,425	1,393	779
Hull.....	70	42	45	1,691	1,679	1,548
Joliette.....	104	124	71	1,485	1,686	1,421
Jonquière.....	31	34	51	1,374	1,390	1,561
Lachute.....	25	24	15	374	362	342
La Malbaie.....	13	17	22	346	337	329
La Tuque.....	64	92	112	723	678	632
Lévis.....	55	60	146	1,818	1,989	1,323
Louiseville.....	28	34	23	560	676	497
Magog.....		1	1	519	527	400
Maniwaski.....			9	191	226	251
Matane.....	17	3	3	866	868	394
Mégantic.....		9	23	372	301	462
Mont-Laurier.....		10	13	337	510	296
Montmagny.....	8	20	18	636	718	658
Montreal.....	1,974	2,454	3,511	42,866	42,472	25,618
New Richmond.....	3	11	7	321	314	359
Port Alfred.....	30	4	46	414	349	348
Quebec.....	398	468	506	6,984	7,404	6,260
Rimouski.....	56	59	59	1,320	1,307	972
Rivière-du-Loup.....	52	12	43	891	979	712
Roberval.....	18	8	51	670	827	535
Rouyn.....	33	48	91	1,646	2,031	1,824
Ste. Agathe.....	8	9	19	405	242	219
Ste. Anne de Bellevue.....	39	32	68	536	535	280
Ste. Thérèse.....	23	28	42	1,002	963	654
St. Hyacinthe.....	71	89	83	1,121	951	921
St. Jean.....	27	74	83	1,533	1,307	825
St. Jérôme.....	24	30	36	852	694	598
Sept-Iles.....	111	31	160	781	432	355
Shawinigan.....	101	17	42	2,807	2,901	1,953
Sherbrooke.....	112	95	144	3,174	3,199	2,804
Sorel.....	39	40	157	2,787	2,140	926
Thetford Mines.....	48	45	45	1,141	1,006	778
Trois-Rivières.....	140	113	157	2,830	2,823	1,889
Val d'Or.....	25	14	3	1,375	1,380	1,625

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 2, 1958

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) October 2, 1958	Previous Month August 28, 1958	Previous Year October 3, 1957	(1) October 2, 1958	Previous Month August 28, 1958	Previous Year October 3, 1957
Quebec—Cont'd.						
Valleyfield.....	11	16	43	1,165	1,256	880
Victoriaville.....	19	23	36	1,088	1,049	986
Ville St. Georges.....	25	38	139	780	839	857
Ontario.....	7,784	9,119	8,574	122,458	133,398	112,347
Arnprior.....	48	16	32	142	129	162
Barrie.....	28	32	42	835	689	724
Belleville.....	28	28	15	987	1,105	820
Bracebridge.....	43	45	100	527	386	389
Brampton.....	23	26	27	680	702	522
Brantford.....	83	67	80	2,201	2,284	2,643
Brockville.....	21	27	25	315	290	205
Carleton Place.....	8	18	18	141	150	113
Chatham.....	409	357	93	1,160	1,499	1,676
Cobourg.....	9	15	27	420	571	608
Collingwood.....	14	12	20	380	382	319
Cornwall.....	97	119	191	1,987	2,403	1,376
Fort Erie.....	6	6	12	496	395	322
Fort Frances.....	25	23	24	280	265	147
Fort William.....	62	115	191	1,577	1,405	827
Galt.....	43	74	160	1,120	1,306	1,449
Gananoque.....	4	6	7	188	139	178
Goderich.....	23	22	26	271	289	256
Guelph.....	12	23	88	1,052	1,226	1,164
Hamilton.....	558	687	552	12,776	12,360	9,097
Hawkesbury.....	9	16	14	366	331	324
Ingersoll.....	55	50	43	561	374	490
Kapuskasing.....	36	55	34	660	775	505
Kenora.....	19	34	72	409	355	188
Kingston.....	86	108	158	1,243	1,163	1,068
Kirkland Lake.....	24	30	59	708	665	428
Kitchener.....	133	114	91	1,522	1,946	1,685
Leamington.....	34	41	40	439	627	759
Lindsay.....	4	6	18	401	596	557
Listowel.....	27	32	29	184	173	152
London.....	475	519	480	3,635	3,751	3,005
Long Branch.....	108	175	93	2,792	2,638	2,369
Midland.....	35	3	14	430	367	415
Napanee.....	4	3	3	280	284	264
Newmarket.....	103	63	36	668	765	513
Niagara Falls.....	31	35	125	1,391	1,506	827
North Bay.....	11	11	13	968	1,009	925
Oakville.....	71	59	120	695	794	1,032
Orillia.....	28	22	16	800	840	533
Oshawa.....	114	64	41	3,276	7,676	9,175
Ottawa.....	924	890	960	3,716	3,317	2,873
Owen Sound.....	10	8	22	946	1,062	795
Parry Sound.....	2	1	3	263	190	128
Pembroke.....	72	70	116	1,169	1,105	807
Perth.....	32	39	27	273	200	296
Peterborough.....	109	136	68	2,344	2,452	2,123
Pictou.....	12	26	13	141	199	137
Port Arthur.....	90	126	127	2,385	1,984	1,577
Port Colborne.....	12	17	14	818	858	419
Prescott.....	18	28	47	394	422	366
Renfrew.....	9	6	10	399	409	277
St. Catharines.....	123	123	191	2,908	5,564	2,842
St. Thomas.....	56	204	76	648	716	573
Sarnia.....	53	51	102	2,403	1,807	1,291
Sault Ste. Marie.....	288	304	228	1,763	2,115	1,099
Simcoe.....	20	769	65	457	422	620
Sioux Lookout.....	11	5	15	118	115	73
Smiths Falls.....	25	37	14	291	228	199
Stratford.....	19	25	41	686	694	552
Sturgeon Falls.....	2	2	4	734	799	477
Sudbury.....	134	249	318	3,895	3,207	1,979
Timmins.....	66	55	50	1,398	1,438	1,073
Toronto.....	2,182	2,182	2,345	32,146	30,465	26,842
Trenton.....	60	95	65	412	505	387
Walkerton.....	52	60	67	291	314	223
Wallaceburg.....	6	3	11	227	285	580
Welland.....	32	48	49	1,877	1,869	1,342
Weston.....	132	224	170	2,043	1,873	1,629
Windsor.....	123	131	113	7,761	13,606	11,818
Woodstock.....	43	17	14	589	568	739
Manitoba.....	1,747	1,927	2,353	11,343	10,875	8,426
Brandon.....	142	166	317	786	726	680
Dauphin.....	21	14	35	501	384	225
Flin Flon.....	56	37	52	165	164	144
Portage la Prairie.....	47	51	33	432	417	293
The Pas.....	43	47	54	181	243	73
Winnipeg.....	1,438	1,612	1,862	9,278	8,941	7,011

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 2, 1958

(Source: U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) October 2, 1958	Previous Month August 28, 1958	Previous Year October 3, 1957	(1) October 2, 1958	Previous Month August 28, 1958	Previous Year October 3, 1957
Saskatchewan	944	979	1,128	6,329	5,440	4,411
Estevan.....	48	72	71	230	171	102
Moose Jaw.....	177	132	204	576	479	509
North Battleford.....	44	42	54	399	367	310
Prince Albert.....	76	117	129	780	740	676
Regina.....	197	217	277	1,691	1,407	1,161
Saskatoon.....	237	223	215	1,578	1,299	1,065
Swift Current.....	51	62	45	262	218	167
Weyburn.....	31	20	43	148	120	79
Yorkton.....	83	94	90	665	639	442
Alberta	2,574	3,079	2,689	13,231	12,816	9,955
Blairmore.....	16	15	20	296	328	185
Calgary.....	794	1,123	931	4,470	4,108	3,455
Drumheller.....	47	43	47	156	207	141
Edmonton.....	1,184	1,365	1,150	6,063	6,309	4,687
Edson.....	29	12	29	269	196	191
Lethbridge.....	181	198	235	869	709	519
Medicine Hat.....	162	173	184	611	485	435
Red Deer.....	161	150	93	497	474	342
British Columbia	1,448	2,125	2,015	44,349	47,516	33,785
Chilliwack.....	53	44	56	1,169	1,500	722
Courtenay.....	13	3	30	680	1,380	775
Cranbrook.....	19	20	35	350	292	332
Dawson Creek.....	28	51	46	526	495	200
Duncan.....	29	22	59	681	1,417	629
Kamloops.....	11	13	48	735	688	493
Kelowna.....	16	38	13	400	463	213
Kitimat.....	4	16	81	233	224	235
Mission City.....	12	7	13	640	777	504
Nanaimo.....	13	23	32	1,024	1,867	1,030
Nelson.....	20	22	32	413	345	274
New Westminster.....	165	189	148	6,229	6,341	4,237
Penticton.....	11	12	18	502	474	342
Port Alberni.....	38	36	34	647	1,191	674
Prince George.....	50	74	105	1,429	944	1,151
Prince Rupert.....	23	23	68	1,003	531	834
Princeton.....	7	7	8	155	172	144
Trail.....	32	38	20	412	441	346
Vancouver.....	662	1,244	817	22,785	23,739	17,623
Vernon.....	25	24	44	593	516	424
Victoria.....	186	192	279	3,515	3,510	2,430
Whitehorse.....	31	27	29	228	164	173
Canada	20,815	23,458	26,452	335,549	343,742	266,866
Men.....	9,385	10,012	12,792	228,426	237,319	186,599
Women.....	11,430	13,446	13,660	107,123	106,423	80,267

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,408	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 (9 months).....	688,000	464,116	223,884	45,834	168,189	240,518	145,946	87,513
1958 (9 months).....	642,565	418,569	223,996	41,447	151,071	218,626	135,245	96,176

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JULY 2, TO SEPTEMBER 30, 1958
(SOURCE: U.I.C. 751)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario						
	Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements					
		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out	Reg- ular	Trans- fers out		
Agriculture				1,210	378	5	238	118	8	289	542	483	46	2,373	4,048	767	2,345	4,931	16,561	7,996	3,840	742
Forestry							112	115	3	1	89	70			2,610	2,255	4	143	519	534	9	16
Fishing and Trapping ...				4	1	3									1	1			3	2		1
Mining, Quarrying and Oil Wells	8	2					65	75		3	12	8	2	2	631	480	64	27	897	580	14	113
Metal Mining.....	6						3	1			3	2	2	2	355	273		24	748	470	1	108
Fuels.....							59	73		3		2			26	19			31	23	1	1
Non-Metal Mining.....							2								202	154	64	1	4	3		
Quarrying, Clay and Sand Pits.....		2									3	1	2		27	20		2	98	72	9	4
Prospecting.....							1	1			3	3			21	14			16	12	3	
Manufacturing	114	23	69	1	279	213	1,441	1,054	181	51	666	487	73	6	15,944	12,036	430	282	23,727	18,847	3,011	407
Food and Beverages...	9	4	2		230	170	220	99	41	2	147	122	4		2,019	1,504	55	118	5,542	4,217	587	9
Tobacco and Tobacco Products.....							8	1	7						66	45			66	55	2	1
Rubber Products.....							2	2							138	98	19		332	256	26	5
Leather Products.....							5	2			8	4	1		784	579	2	3	441	326	18	1
Textile Products (except clothing).....	2	2					2		1		1	1		6	1,252	1,028	16	12	987	797	62	28
Clothing (textile and fur)	1	1					15	13			59	73	3		4,589	3,391	17	14	1,787	1,368	29	11
Wood Products.....	6	2			20	20	72	62	8		77	65	5		983	807	34	7	1,469	995	263	17
Paper Products.....			64				9		3	1	67	59	1		766	583	62	2	1,203	789	277	14
Printing, Publishing and Allied Industries.....	2	2			13	10	28	13	7		22	14			463	305	38	4	1,488	858	390	7
Iron and Steel Products	5	1	3		4	2	502	368	89	36	158	80	22		1,234	1,032	45	17	4,246	3,098	515	95
Transportation Equip- ment.....	6	4			10	9	487	433	8	12	46	39	1		675	530	34	30	1,736	1,395	91	51
Non-Ferrous Metal Products.....							20	18			10	3	6		603	412	11	68	1,204	893	110	16
Electrical Apparatus and Supplies.....	2	1					15	12	2		1	1			688	436	5	2	1,690	1,303	104	52
Non-Metallic Mineral Products.....	13	6		1	2	2	44	28	12		59	22	27		354	301	14	1	990	720	128	5
Products of Petroleum and Coal.....							1				4	1			40	21			94	45	13	4
Chemical Products.....	3						7	3	3		3		3		608	454		36	1,279	815	313	4
Miscellaneous Manufac- turing Industries.....							4				4	3			682	510	42	4	1,173	917	83	5

Construction.....	289	16	14	285	244	26	23	741	448	150	81	1,437	997	137	65	10,317	8,342	728	412	16,821	13,309	1,864	465
General Contractors.....	256	196	13	211	190	14	23	501	341	100	54	1,321	893	106	56	6,696	5,265	581	340	12,114	9,872	1,208	399
Special Trade Contractors.....	33	23	3	74	54	12	.....	240	107	50	27	166	104	31	9	3,621	3,077	147	72	4,707	3,428	656	66
Transportation, Storage and Communication.....	21	15	3	111	27	86	1	248	75	157	23	271	170	58	13	4,435	1,162	3,126	6	3,979	1,839	1,851	19
Transportation.....	9	5	3	109	23	86	1	213	52	153	23	230	133	54	10	4,084	858	3,101	1	3,238	1,458	1,557	14
Storage.....	.....	.....	.....	.....	.....	.....	.....	9	4	3	.....	15	10	1	.....	83	47	18	.....	417	249	134	3
Communication.....	12	10	.....	2	4	.....	.....	26	19	1	.....	26	27	3	3	288	257	7	5	324	132	160	2
Public Utility Operation	.....	2	.....	.....	.....	.....	.....	6	2	.....	.....	53	56	.....	.....	209	106	23	9	476	378	27	1
Trade.....	119	75	24	213	111	59	1	1,258	705	323	7	914	498	207	6	7,252	4,659	1,056	31	13,848	8,704	2,712	54
Wholesale.....	37	17	18	45	29	17	.....	503	210	235	.....	306	134	125	4	2,638	1,026	493	12	4,975	2,984	1,216	21
Retail.....	82	58	6	168	82	42	1	755	495	88	7	608	354	82	2	4,614	3,024	563	19	8,873	5,720	1,496	33
Finance, Insurance and Real Estate.....	11	6	.....	16	11	1	.....	131	110	5	2	105	79	4	.....	1,018	670	40	2	1,987	1,197	108	2
Service.....	491	223	54	490	269	140	1	2,452	1,440	760	51	1,839	787	558	17	16,156	8,574	4,262	209	27,518	15,110	6,985	156
Community or Public Service.....	20	10	5	48	36	9	1	169	95	25	.....	148	91	24	.....	933	690	46	15	2,143	1,391	208	11
Government Service.....	332	165	5	93	85	6	.....	676	663	79	47	235	225	18	12	1,302	1,275	25	98	3,215	2,449	419	16
Recreation Service.....	5	3	.....	28	2	26	.....	136	14	104	.....	186	26	128	.....	843	260	428	1	1,989	1,076	759	5
Business Service.....	13	7	.....	11	8	1	.....	92	53	9	.....	70	41	16	.....	1,262	710	351	5	2,236	1,378	194	36
Personal Service.....	121	38	44	310	138	98	.....	1,409	615	543	4	1,200	401	373	5	11,816	5,939	3,412	90	17,935	8,816	5,405	85
Totals.....	1,053	563	168	2,604	1,255	365	26	6,726	4,143	1,390	508	5,978	3,625	1,085	2,482	62,641	39,343	12,078	5,802	108,236	68,487	20,421	1,976
Men.....	778	416	159	1,827	695	257	26	4,450	2,843	1,129	500	3,996	2,352	795	1,791	39,735	25,410	8,633	4,881	70,645	41,506	15,171	1,727
Women.....	275	147	9	777	558	105	.....	2,246	1,300	461	8	1,982	1,073	290	688	22,906	13,933	3,445	921	37,588	23,981	5,250	249

¹ Current and deferred vacancies reported during the period.

(SOURCE: U.I.C. 751)

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada			
	Va- can- cies Noti- fied	Placements Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Placements Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Placements Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Placements Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Placements Reg- ular	Trans- fers out	
Agriculture	656	458	40	2	1,802	1,381	19	36	3,646	2,955	108	35	23,305	2,123	20,930	2
Forestry	4	22	7	1	15	9	1	1	179	155	11	11	1,806	1,364	255	38
Fishing and Trapping	7	7	7	1	1	1	1	1	1	1	1	1	11	7	2	12
Mining, Quarrying and Oil Wells	218	153	1	63	139	88	5	12	970	589	19	3	120	85	13	18
Metals Mining	177	116	62	109	71	5	3	65	636	429	13	2	73	47	7	17
Fuels Mining	9	8	1	8	8	8	8	8	8	6	6	6	15	12	2	4
Non-Metal Mining	9	8	1	8	8	8	8	8	39	22	2	2	189	133	15	8
Quarrying, Clay and Sand Pits	23	21	1	1	22	9	1	172	108	4	4	1	263	173	8	1
Prospecting	3,260	1,973	745	9	835	562	140	3	2,546	1,618	515	4	6,354	5,092	609	43
Manufacturing	494	291	142	77	409	287	77	77	580	310	201	1	1,877	1,424	316	6
Food and Beverages	9	10	7	2	2	2	1	6	7	7	1	1	20	19	8	1
Textile and Tobacco Products	43	22	6	1	1	1	1	7	7	5	3	3	14	8	3	3
Rubber Products	55	35	6	1	1	1	1	15	13	13	1	1	190	145	1	1
Leather Products	668	450	58	27	77	65	1	77	249	157	35	1	2,847	2,543	97	18
Textile Products (except clothing)	410	202	145	83	83	55	17	47	47	38	4	4	207	171	7	8
Clothing (textile and fur)	109	82	17	5	5	5	4	4	4	4	4	4	207	171	7	8
Wood Products	248	117	85	8	44	29	10	73	37	37	16	1	183	98	50	1
Paper Products	551	334	181	8	72	53	17	627	396	306	165	2	2,512	1,444	15	4
Printing, Publishing and Allied Industries	116	77	8	8	53	31	1	229	159	159	5	5	286	198	30	2
Iron and Steel Products	51	39	1	1	4	1	1	57	44	44	7	7	157	106	23	3
Transportation Equipment	129	59	63	1	1	1	1	46	38	38	1	1	34	21	4	4
Non-Ferrous Metal Products	27	15	5	5	18	9	10	307	221	20	20	20	140	97	35	1
Electrical Apparatus and Supplies	161	93	50	5	18	5	10	153	82	55	55	55	41	30	2	2
Non-Metallic Mineral Products	129	59	63	1	1	1	1	46	38	38	1	1	34	21	4	4
Products of Petroleum and Coal	27	15	5	5	18	9	10	307	221	20	20	20	140	97	35	1
Chemical Products	129	59	63	1	1	1	1	46	38	38	1	1	34	21	4	4
Miscellaneous Manufacturing Industries	129	88	10	1	6	6	6	42	23	23	5	5	54	25	12	12
Construction	2,811	2,305	158	72	2,470	1,768	269	79	4,285	3,106	457	18	2,788	1,936	510	60
General Contractors	2,186	1,815	89	68	1,762	1,276	139	69	2,882	2,168	237	16	2,087	1,486	381	51
Special Trade Contractors	625	490	69	4	708	492	130	10	1,353	938	220	2	701	450	129	9
Transportation, Storage and Communication	1,046	607	185	35	609	327	158	86	1,167	758	218	2	913	670	211	6
Transportation	869	521	120	35	477	274	114	86	1,888	612	141	1	720	565	157	1
Storage and Communication	145	60	64	1	105	38	44	155	68	75	75	1	99	38	53	3
Communication	32	26	1	1	27	15	1	124	78	78	1	1	94	67	1	1

Public Utility Operation.....										118	88	5	94	74	.....	234	198	7	.....	127	78	12	.....	1,317	982	74	10		
Trade.....										3,734	1,562	1,528	2	2,130	1,118	677	1	4,821	2,358	1,413	5	4,591	2,620	1,196	9	38,880	22,391	9,195	116
Wholesale.....										1,871	804	806	.....	768	367	326	1	2,100	1,004	899	2	1,619	1,090	305	6	14,862	8,265	4,440	46
Retail.....										1,863	758	722	2	1,362	751	351	.....	2,721	1,354	514	3	2,972	1,530	891	3	24,018	14,126	4,755	70
Finance, Insurance and Real Estate.....										357	258	21	.....	264	196	13	.....	603	407	23	1	712	447	38	.....	5,104	3,381	253	7
Service.....										5,312	2,125	2,228	8	4,570	1,631	2,036	41	8,910	3,475	3,640	38	10,526	6,767	1,978	32	78,294	40,701	22,641	553
Community or Public Service.....										561	312	74	.....	409	237	85	21	687	407	53	17	749	496	55	7	5,867	3,765	581	72
Government Service.....										677	685	11	3	364	309	34	2	1,277	1,075	50	3	1,853	1,546	317	10	10,024	8,450	964	191
Recreation Service.....										245	37	253	.....	169	32	93	12	147	73	63	.....	172	89	51	1	3,920	1,612	1,905	19
Business Service.....										691	274	336	1	1,111	109	953	1	1,853	502	1,483	1	2,473	2,005	229	1	9,812	5,087	3,571	45
Personal Service.....										3,138	844	1,554	4	2,517	944	871	5	4,946	1,418	1,991	17	5,279	2,631	1,326	13	48,671	21,787	15,617	226
Totals.....										17,523	9,551	4,918	191	12,929	7,154	3,318	258	27,232	15,620	6,411	106	31,251	21,189	25,719	298	296,203	170,928	76,106	11,372
Men.....										10,764	6,558	2,650	189	8,097	5,097	2,531	239	17,888	11,319	4,376	84	24,098	12,236	10,019	185	183,171	111,632	45,750	9,640
Women.....										6,759	2,993	2,238	2	3,932	2,057	787	19	9,414	4,301	2,035	22	21,153	8,953	15,735	23	113,032	59,296	30,356	1,932

¹ Current and deferred vacancies reported during the period.

E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,
SEPTEMBER, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	4.7	.....	19,910	423,903
Prince Edward Island.....	0.7	.....	2,938	54,107
Nova Scotia.....	12.6	.....	52,887	1,110,784
New Brunswick.....	7.8	.....	32,854	652,654
Quebec.....	69.1	.....	290,263	6,077,028
Ontario.....	84.9	.....	356,532	7,625,498
Manitoba.....	6.6	.....	27,820	531,453
Saskatchewan.....	3.3	.....	13,698	259,709
Alberta.....	7.0	.....	29,507	596,218
British Columbia.....	27.3	.....	114,452	2,522,713
Total, Canada, September 1958.....	224.0	.....	940,861	19,854,067
Total, Canada, August 1958.....	223.2	.....	937,477	19,491,443
Total, Canada, September 1957.....	166.0	.....	663,958	13,809,589

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE
FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION AND SHOWING
THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, SEPTEMBER 30, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percent- age Postal	September 30, 1957 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	282,587	NOT AVAILABLE							27.4	226,530
Male.....	196,514								28.1	163,433
Female.....	86,073								25.9	63,097
Excluding.....T.	259,946	90,857	28,356	38,737	26,581	18,548	13,864	43,003	26.7	209,774
Prairie.....M.	182,855	69,928	20,816	28,056	17,468	11,187	8,553	26,847	27.0	152,718
Provinces.....F.	77,091	20,929	7,540	10,681	9,113	7,361	5,311	16,156	26.0	57,056
Newfoundland.....	6,376	2,146	826	995	596	362	313	1,138	62.0	4,986
Male.....	5,510	1,980	737	890	489	267	252	895	64.0	4,425
Female.....	866	166	89	105	107	95	61	243	49.9	561
Prince Edward Island...	802	181	80	121	144	96	45	126	61.3	729
Male.....	515	124	55	76	95	56	33	76	69.5	517
Female.....	287	57	34	45	49	40	12	50	46.7	212
Nova Scotia.....	17,812	8,871	1,151	1,916	1,289	939	865	2,781	24.4	10,194
Male.....	15,046	8,180	892	1,543	940	674	682	2,135	22.6	8,178
Female.....	2,766	691	259	373	349	265	183	646	34.5	2,016
New Brunswick.....	9,340	2,603	1,044	1,573	1,052	777	641	1,650	47.6	9,345
Male.....	6,979	2,095	783	1,234	712	509	462	1,184	49.5	7,477
Female.....	2,361	508	261	339	340	268	179	466	41.8	1,868
Quebec.....	87,718	28,596	9,507	13,931	9,972	6,580	4,981	14,151	26.9	62,650
Male.....	61,281	21,246	7,143	10,265	6,817	4,013	3,052	8,745	28.3	43,610
Female.....	26,437	7,350	2,364	3,666	3,155	2,567	1,929	5,406	23.6	19,040
Ontario.....	103,857	37,226	11,688	14,911	9,681	7,198	5,272	17,881	23.9	96,704
Male.....	69,613	28,045	8,284	10,157	5,731	3,983	2,890	10,523	22.6	69,961
Female.....	34,244	9,181	3,404	4,754	3,950	3,215	2,382	7,358	26.6	26,743
Manitoba.....	8,217								23.7	6,410
Male.....	4,820								28.5	3,736
Female.....	3,397								16.8	2,674
Saskatchewan.....	4,501								42.3	2,915
Male.....	2,594								50.8	1,707
Female.....	1,907								30.7	1,208
Alberta.....	9,923								34.2	7,431
Male.....	6,245								40.0	5,272
Female.....	3,678								24.2	2,159
British Columbia.....	34,041	11,234	4,051	5,290	3,847	2,596	1,747	5,276	25.5	25,166
Male.....	23,911	8,258	2,922	3,891	2,684	1,685	1,182	3,289	26.3	18,550
Female.....	10,130	2,976	1,129	1,399	1,163	911	565	1,987	23.8	6,616

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
SEPTEMBER, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	3,266	2,097	1,169	3,274	1,896	1,358	1,088
Prince Edward Island.....	298	175	123	257	178	79	67
Nova Scotia.....	13,740	3,102	10,638	13,789	12,528	1,261	1,454
New Brunswick.....	4,286	2,605	1,681	4,276	3,033	1,243	1,044
Quebec.....	42,314	24,457	17,857	39,924	30,682	9,242	9,624
Ontario.....	61,566	34,713	26,853	59,866	47,148	12,718	16,043
Manitoba.....	4,386	2,586	1,800	4,179	3,033	1,146	930
Saskatchewan.....	2,341	1,473	868	2,033	1,460	573	642
Alberta.....	6,026	3,299	2,727	5,602	4,191	1,411	1,727
British Columbia.....	19,333	11,586	7,747	18,136	12,985	5,151	5,625
Total, Canada, September 1958.....	157,556	86,093	71,463	151,336	117,134	34,202	38,244
Total, Canada, August 1958.....	139,690	74,931	64,759	140,654	111,836	28,818	32,024
Total, Canada, September 1957.....	124,940	71,959	52,990	122,026	98,092	23,934	31,940

* In addition, revised claims received numbered 23,062.

† In addition, 23,029 revised claims were disposed of. Of these, 1,820 were special requests not granted and 1,124 were appeals by claimants. There were 3,434 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants
1958—September.....	3,986,500	3,691,900	294,600
August.....	3,931,000	3,630,200	300,800
July.....	4,055,000	3,609,500	445,500
June.....	4,059,000	3,507,900	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500
January.....	4,236,000	3,491,800	744,200
1957—December.....	4,037,000	3,633,700	403,300
November.....	3,980,000	3,712,000	268,000
October.....	3,989,000	3,762,500	226,500
September.....	3,996,000	3,787,300	208,700

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6
September.....	125.6	122.9	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	121.3	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF OCTOBER 1958**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	October 1957	September 1958	October 1958					
(1) St. John's, Nfld.....	109.9	112.5	112.7	110.0	114.2	103.6	108.4	123.9
Halifax.....	120.6	123.1	123.7	117.6	131.5	114.9	126.5	131.8
Saint John.....	123.3	125.7	126.2	120.9	135.4	116.7	122.5	137.6
Montreal.....	123.3	126.1	126.6	127.5	142.9	107.3	118.7	132.1
Ottawa.....	125.0	125.7	126.4	123.2	145.8	111.8	119.2	132.3
Toronto.....	126.7	128.7	128.9	123.3	153.9	113.4	121.0	134.6
Winnipeg.....	120.9	123.3	123.5	123.1	130.4	115.5	117.9	129.5
Saskatoon—Regina.....	121.0	123.0	123.1	123.1	121.5	118.7	123.2	126.1
Edmonton—Calgary.....	120.6	121.8	122.4	120.2	125.1	115.7	121.0	128.5
Vancouver.....	123.8	126.0	126.7	124.3	137.6	114.5	128.3	130.2

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS JANUARY-OCTOBER 1957-1958 (a)

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In All Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
1958						
January.....	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
May.....	19	33	6,165	8,238	71,620	0.07
June.....	21	40	3,229	7,845	106,435	0.11
July.....	26	46	2,089	6,078	84,330	0.08
August.....	25	54	15,530	18,495	255,360	0.25
September.....	26	56	30,900	46,944	496,780	0.49
October.....	19	48	2,052	40,037	828,890	0.83
Cumulative Totals.....	227		94,991		2,331,490	0.24
1957						
January.....	24(b)	24	7,477(b)	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.15
June.....	22	45	7,519	18,520	221,850	0.22
July.....	12	34	2,481	16,298	237,740	0.24
August.....	25	42	7,044	14,532	187,450	0.19
September.....	28	49	11,031	20,650	190,045	0.18
October.....	22	48	9,337	14,107	128,275	0.13
Cumulative Totals.....	227		77,480		1,335,120	0.14

(a) The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

(b) Strikes uncompleted at the end of the previous year are included in these totals.

TABLE G-2.—STRIKES AND LOCKOUTS OCTOBER 1958, INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began(a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Loss in Man-days October | Accumulated				
In Progress Prior to October 1958							
MINING— Canadian Gypsum Co., Wentworth and Hantsport, N.S.	Nova Scotia Quarry Workers Union, No. 294, CLC.	176(b)	4,575 | 81,925	Oct. 31 1957	.....	Wages, hours, union security and fringe benefits.	.....
International Nickel Com- pany of Canada, Sudbury, Port Colborne, Ont.	International Union of Mine, Mill and Smelter Workers Canada, Nos. 598 and 637	11,000	247,000 | 287,000	Sept. 24	.....	Wages, fringe benefits and other contract changes.	.....
MANUFACTURING— <i>Food and Beverages—</i> A. Keith and Sons, and Oland and Sons, Halifax, N.S.	International Union of the United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of Am- erica, No. 361, AFL-CIO/ CLC.	162	3,560 | 8,140	Aug. 21	.....	Wages and union shop.	.....
<i>Clothing—</i> Gotham Hosiery, St. Hyacinthe, Que.	Association des Employes du Bas Faconne de St. Hyacinthe, CCCL.	272(c)	4,125 | 4,945	Sept. 26	Oct. 22	Seniority rights and grievance procedure.	Salary adjustment for certain groups, new seniority clause and grievance formula.
<i>Iron and Steel Products—</i> Steel Company of Canada, Hamilton, Ont.	United Steelworkers of Am- erica, No. 1006, AFL-CIO/ CLC.	8,077(d)	177,690 | 468,460	Aug. 11	.....	Wages.	.....
Fittings Limited, Oshawa, Ont.	United Steelworkers of Am- erica, No. 1817, AFL-CIO/ CLC.	531	6,900 | 17,055	Sept. 4	Oct. 21	Wages, seniority benefits and a wage study plan.	Seventeen cent wage in- crease in four stages.
Hamilton Gear and Machine, Toronto, Ont.	International Molders and Foundry Workers of North America, No. 28, AFL- CIO/CLC.	117	1,990 | 2,810	Sept. 22	Oct. 27	Wages and fringe benefits.	Three per cent wage in- crease.
<i>Transportation Equipment—</i> Davie Shipbuilding, Lauzon, Que.	National Metal Trades Fed- eration, CCCL.	1,790	21,480 | 80,420	Aug. 18	Oct. 20	Wages, hours and seniority.	Increased wages, senior- ity rights and fringe benefits.

<i>Chemical Products—</i> Canadian Industries, Edmonton Alta.	Oil, Chemical and Atomic Workers International Union, No. 18-666, AFL- CIO/CLC.	184	165	3,680	Sept. 3	Oct. 2	Wages, union security and sen- iority.	Increased wages, improv- ed shift premiums, ten minute rest period.
<i>CONSTRUCTION—</i> Toronto Builders Exchange, Toronto, Ont.	Operative Plasterers' and Ce- ment Masons' International Association No. 598, AFL- CIO/CLC, and other Build- ing Trades Unions.	15,000	330,000	447,450	Sept. 11		Starting time and shift premium	
<i>MINING—</i> Cumberland Railway & Coal Co., Springhill, N.S.	United Mine Workers of Am- erica, No. 4514.	250	750	750	Oct. 2	Oct. 6	Pay for waiting time on long- wall operation.	Return of workers.
<i>MANUFACTURING—</i> <i>Printing and Publishing—</i> La Presse, Montreal, Que.	Syndicat des Journalistes de Montreal, CCGCL.	337(e)	4,255	4,255	Oct. 2	Oct. 15	Leave of absence for one em- ployee elected to full-time union post.	Leave of absence granted.
<i>Non-Ferrous Metal Products—</i> Deloro Smelting and Re- fining Co., Deloro, Ont.	United Steelworkers of Am- erica, No. 5378, AFL-CIO/ CLC.	213	3,195	3,195	Oct. 10		Wages.	
<i>SERVICE—</i> Corporation of the City of Windsor, Windsor, Ont.	National Union of Public Employees No. 82, CLC.	202	805	805	Oct. 1	Oct. 7	Wages.	Ten cents hourly in- crease retroactive to September 1958, re- classification of certain jobs.
<i>Corporation of the City of</i> Windsor, Windsor, Ont.	National Union of Public Employees, No. 543, CLC.	197	395	395	Oct. 2	Oct. 6	Wages.	Payment of \$150.00 pen- ding job evaluation.
<i>Greater Winnipeg Hotel Kee- pers Association,</i> Winnipeg, Man.	Hotel and Restaurant Em- ployees and Bartenders In- ternational Union, No. 206, AFL-CIO/CLC.	300	1,050	1,050	Oct. 3	Oct. 8	Wages and fringe benefits.	Increased wages, improv- ed fringe benefits and vacations.

Commencing in October, 1958

(a) In this table the date began is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.
(b) 43 indirectly affected; (c) 25 indirectly affected; (d) 378 indirectly affected; (e) 303 indirectly affected.

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LIST OF ABBREVIATIONS

AASERE	— Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.
ABCWIU	— American Bakery and Confectionery Workers' International Union.
ACA	— American Communications Association.
ACSC	— Amalgamated Civil Servants of Canada.
AED	— Atomic Energy Draftsmen.
AFGM	— American Federation of Grain Millers.
AFL-CIO	— American Federation of Labour and Congress of Industrial Organizations.
AFTE	— American Federation of Technical Engineers.
AGMA	— American Guild of Musical Artists.
ANG	— American Newspaper Guild.
ARTEC	— Association of Radio and Television Employees of Canada.
BCW	— Bakery and Confectionery Workers International Union of America.
BLE	— Brotherhood of Locomotive Engineers.
BLFE	— Brotherhood of Locomotive Firemen and Enginemen.
BMWE	— Brotherhood of Maintenance of Way Employees.
BRC	— Brotherhood of Railway Carmen.
BRSA	— Brotherhood of Railroad Signalmen of America.
BRSC	— Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
BRT	— Brotherhood of Railroad Trainmen.
BSEIU	— Building Service Employees' International Union.
CALDA	— Canadian Air Line Dispatchers' Association.
CALFAA	— Canadian Air Line Flight Attendants' Association.
CALNA	— Canadian Air Line Navigators' Association.
CALPA	— Canadian Air Line Pilots' Association.
CANETT	— Canadian Association of Nuclear Energy Technicians and Technologists.
CB	— Conciliation Board.
CBRE	— Canadian Brotherhood of Railway Employees and Other Transport Workers.
CCA	— Canadian Construction Association.
CCC	— Canadian Chamber of Commerce.
CCCL	— Canadian and Catholic Confederation of Labour.
CGA	— Canadian Guards Association.
CLC	— Canadian Labour Congress.
CMA	— Canadian Manufacturers' Association.
CMSG	— Canadian Merchant Service Guild.
CO	— Conciliation Officer.
CTU	— Commercial Telegraphers' Union.
FLC	— Farm Labour Conference.
HRE	— Hotel and Restaurant Employees and Bartenders' International Union.
IAM	— International Association of Machinists.
IATSE	— International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada.
IBB	— International Brotherhood of Bookbinders.
IBPW	— International Brotherhood of Pulp, Sulphite and Paper Mill Workers.
IBT	— International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.
ICFTU	— International Confederation of Free Trade Unions.
ICWU	— International Chemical Workers' Union.
IIC	— Industrial Inquiry Commission.
ILA	— International Longshoremen's Association.
ILGWU	— International Ladies' Garment Workers' Union.
ILO	— International Labour Organization.
ILWU	— International Longshoremen's and Warehousemen's Union.
IRDI	— Industrial Relations and Disputes Investigation (Act).

LIST OF ABBREVIATIONS—*Conc.*

ITU	— International Typographical Union.
IUBW	— International Union of Brewery and Soft Drink Workers.
IUMMSW	— International Union of Mine, Mill and Smelter Workers.
IUOE	— International Union of Operating Engineers.
IWA	— International Woodworkers of America.
LMPC	— Labour-Management Production Committee.
LPU	— Longshoremen's Protective Union.
LRB	— Labour Relations Board.
MAPA	— Maritime Airline Pilots Association.
NABET	— National Association of Broadcast Employees and Technicians.
NAME	— National Association of Marine Engineers.
NCA	— National Constructors Association.
NCSL	— National Catholic Syndicate of Longshoremen.
NLRB	— National Labour Relations Board.
NMA	— Nordair Mechanics Association.
NPA	— Nordair Pilots Association.
NSL	— National Syndicate of Longshoremen.
NUPE	— National Union of Public Employees.
NUPSE	— National Union of Public Service Employees.
OCAWIU	— Oil, Chemical and Atomic Workers' International Union.
ORCB	— Order of Railway Conductors and Brakemen.
ORT	— Order of Railroad Telegraphers.
PWAPA	— Pacific Western Airlines Pilots Association.
QFL	— Quebec Federation of Labour.
RYNA	— Railroad Yardmasters of North America.
SIU	— Seafarers' International Union.
SUB	— Supplementary Unemployment Benefit.
TDU	— Transport Drivers, Warehousemen and Helpers Union.
TUC	— Trades Union Congress (British).
UAW	— (International Union) United Automobile, Aircraft and Agricultural Implementation Workers of America.
UBCJA	— United Brotherhood of Carpenters and Joiners of America.
UBW	— (International Union) United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America.
UE	— United Electrical, Radio and Machine Workers of America.
UMWA	— United Mine Workers of America.
UPWA	— United Packinghouse Workers of America.
URW	— United Rubber Workers.
USWA	— United Steel Workers of America.

A

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SIU

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- CNR (Atlantic, Central and Western Regions including Newfoundland District)**
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- Brotherhood of Railroad Signalmen of America:**
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Canada Steamship Lines Limited

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certification application on behalf of a unit of employees at Quirke Lake, Ont., received, 174; rejected, 387; reasons for judgment, 389.

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USWA

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Canada Steamship Lines Limited:

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dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 756; C.B. report, 1142; settlement, 1288.

Canada Steamship Lines Limited—Conc

SIU

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883; settlement, 1287.

Canadian Air Line Dispatchers' Association:

KLM Royal Dutch Airlines

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Canadian Air Line Flight Attendants' Association:

Canadian Pacific Air Lines Limited

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Canadian Air Line Navigators' Association:

Trans-Canada Air Lines

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ARTEC

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BSEIU

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IATSE

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NABET

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B.C. Air Lines Limited

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dispute: C.O. appointed, 882; settlement, 1141.

CNR

certification application on behalf of a unit of marine engineers on MV *Abegweit* and SS *Prince Edward Island* (Cape Tormentine-Port Borden ferry service), received, 67; representation vote ordered, 269; granted, 387.

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National Harbours Board (Halifax)

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Northumberland Ferries Limited

certification application on behalf of a unit of unlicensed personnel operating ferries between Wood Islands, P.E.I. and Caribou, N.S., received, 980; granted, 1139.

Smith Transport Limited

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Canadian Arsenal Limited

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CNR (Pacific Coast Service)

dispute: C.B. fully constituted, 69; C.B. report, 631, 633; strike following board procedure, 883; administrator appointed, 982.

CPR (B.C. Coast Steamship Service)

dispute: C.B. fully constituted, 69; C.B. report, 631, 633; strike following board procedure, 883; administrator appointed, 982.

Hindman Transportation Company Limited

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Tidewater Shipping Company

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Union Steamships

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Canadian National Railways—Conc***CBRE—Conc***

certification application on behalf of a unit of marine, electrical and sanitary engineers aboard *MV. Bluenose* (Yarmouth—Bar Harbour ferry service), received, 67; representation vote ordered, 173; granted, 268; C.O. appointed, 390; C.B. appointed, 630; C.B. fully constituted, 756; C.B. report, 982, 1021; settlement, 982.

NAME

certification application on behalf of a unit of marine engineers on *MV Abegweit* and *SS Prince Edward Island* (Cape Tormentine-Port Borden ferry service), received, 67; representation vote ordered, 269; granted, 387.

certification application on behalf of a unit of marine, electrical and sanitary engineers aboard *MV Bluenose* (Yarmouth—Bar Harbour ferry service), received, 67; representation vote ordered, 173; granted, 268.

Canadian National Railways (And Others):***Joint Negotiating Committee representing a number of labour organizations***

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Canadian National Railways (Atlantic and Central Regions):***BLE***

dispute: C.O. appointed, 755.

Canadian National Railways (Atlantic, Central and Western Regions, including Newfoundland District):***BLFE***

dispute: C.O. appointed, 391; C.B. appointed, 630; C.B. fully constituted, 756.

Canadian National Railways (Barge and Ferry Service, Port Mann, B.C.):***CMSC***

dispute: C.B. fully constituted, 69; C.B. report, 756; 761; settlement, 1400.

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dispute: C.B. fully constituted, 69; C.B. report, 756, 761; settlement, 1400.

Canadian National Railways (Bessborough Hotel):**CBRE**

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Canadian National Railways (Montmorency Subdivision):**BLFE**

dispute: C.B. appointed and fully constituted, 1286.

Canadian National Railways (Newfoundland District):**BLE**

certification application on behalf of a unit of locomotive engineers, received, 882; representation vote, 1139; rejected, 1398.

BLFE

certification application on behalf of a unit of locomotive engineers, received, 882; representation vote, 1139; rejected, 1398.

Canadian National Railways (Niagara, St. Catharines and Toronto Railway):**AASERE**

dispute with Local 846: C.O. appointed, 755.

Canadian National Railways (Pacific Coast Service):**CMSG**

dispute: C.B. fully constituted, 69; C.B. report, 631, 633; strike following board procedure, 883; administrator appointed, 982.

NAME

dispute: C.B. fully constituted, 69; C.B. report, 631, 633; strike following board procedure, 883; administrator appointed, 982.

Canadian National Steamship Company:**SIU**

dispute: C.B. report, 392, 397; strike following board procedure, 757; administrator appointed, 982.

Canadian National Telegraph Company:**CTU**

certification application by Canadian National System Division No. 43 on behalf of a unit of employees engaged in the maintenance and operation of its micro-wave systems in Ontario and Quebec, received, 270; granted, 387.

certification application by Canadian National System Division No. 43 on behalf of a unit of messengers using motor vehicles, granted, 269; received, 270.

dispute: (motor messengers, Division 43): C.O. appointed, 980.

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Canadian Pacific Air Lines Limited:**CALFAA**

dispute: C.O. appointed, 68; settlement, 270.

CALPA

dispute: C.O. appointed, 391; settlement, 495.

HRE

dispute with Local 28: settlement, 68.

Canadian Pacific Railway:

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Robert Knowlton Smith, QC, LLD, appointed administrator of strikebound CPR ships under provisions of Act, 838.

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BLFE

dispute: Royal Commission report, 256; strike following R.C. report, 757.

BRSC

certification application on behalf of a unit of employees (Office of Data Centre at Montreal), received, 755; representation vote, 880; granted, 979.

certification application by a unit of employees (Office of Data Centre at Saint John, N.B.), representation vote ordered, 173; granted, 753.

BRT

dispute: (Dining, Cafe and Buffet Car Employees), C.B. appointed, 883; C.B. fully constituted, 981.

IAM

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Canadian Pacific Railway Company (B.C. Coast Steamship Service):**CMSG**

dispute: C.B. fully constituted, 69; C.B. report, 631, 633; strike following board procedure, 883; administrator appointed, 982.

NAME

dispute: C.B. fully constituted, 69; C.B. report, 631, 633; strike following board procedure, 883; administrator appointed, 982.

SIU

dispute: C.B. report, 392, 397; strike following board procedure, 757; I.I.C. appointed, 757; administrator appointed, 982.

Canadian Pacific Transport Company Limited:**CBRE**

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Canadian Stevedoring Company Limited:
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certification application by Local 509 on behalf of a unit of dispatched longshoremen: granted, 65.

dispute with Local 509: C.O. appointed, 980.

certification application by Local 512 on behalf of a unit of warehouse employees, Vancouver: granted, 65.

Cape Breton Broadcasters Limited:
IATSE

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Cayuga Steamship Company Limited:
SIU

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BRSC

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UMWA

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Colonial Steamships Limited:*NAME*

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SIU

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883; settlement, 1287.

The Commercial Cable Company:*NAME*

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dispute: (motor messengers, Division 43): C.O. appointed, 980.

Trans-Canada Air Lines

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Communications Workers of America:**Northern Electric Company Limited**

certification application by Local C-4 on behalf of a unit of telephone and micro-wave equipment installers in its Western Division, Toronto, received, 174; rejected, 270.

T. Connors Diamond Drilling Company Limited:**IUMMSW**

certification application by Local 1005 on behalf of a unit of employees, received, 1140; withdrawn, 1286.

Consolidated Denison Mines Limited:**USWA**

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Dew Moving and Warehousing Limited

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East-West Transport Limited

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C. A. Fraser Limited

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Gill Interprovincial Lines Limited

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Hill the Mover (Canada) Limited

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J. C. Malone and Company Limited:***ILA***

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Maritime Central Airways:***IAM***

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Mohawk Navigation Company Limited:**NAME**

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 756; C.B. report, 1142; settlement, 1288.

SIU

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883; settlement, 1287.

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Northern Radio—Radio Nord Inc.

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Radio Station CKVL (Verdun, Que.)

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Western Ontario Broadcasting Co. Ltd.

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National Association of Marine Engineers of Canada, Inc.:

Association of Lake Carriers

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Beaconsfield Steamships Limited

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142.

Canada Steamship Lines Limited

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142.

Canadian National Railways

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Canadian National Railways (Barge and Ferry Service, Port Mann, B.C.)

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Canadian National Railways (Pacific Coast Service)

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Canadian Pacific Railway Company (B.C. Coast Steamship Service)

dispute: C.B. fully constituted, 69; C.B. report, 631, 633; strike following board procedure, 883; administrator appointed, 982.

Colonial Steamships Limited

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Commercial Cable Company

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Hall Corporation of Canada

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La Verendrye Line Limited

dispute: C.B. fully constituted, 756; C.B. report, 1142.

National Association of Marine Engineers of Canada, Inc.—Conc

Marine Industries Limited (Dredging Division)

dispute: C.O. appointed, 882.

Mohawk Navigation Company Limited

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142.

Northland Navigation Company Limited

dispute: C.O. appointed, 494.

Pacific Tanker Company Limited

dispute: C.O. appointed, 494.

Packers Steamship Company Limited

dispute: C.O. appointed, 390; C.B. appointed, 630; C.B. fully constituted, 756; C.B. report, 982, 994.

N. M. Paterson and Sons Limited

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142.

St. Charles Transportation Company Limited

certification application on behalf of a unit of marine engineers, excluding chief engineers, received, 628.

Shell Canadian Tankers Limited

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Sincennes-McNaughton Line Limited

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142.

Tidewater Shipping Company

dispute: C.B. fully constituted, 883; C.B. report, 1287, 1288; settlement, 1288.

Union Steamships

dispute: C.B. fully constituted, 883; C.B. report, 1287, 1288.

Upper Lakes and St. Lawrence Transportation Company Limited

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142.

Westward Shipping Limited

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ILA

certification application by Local 1843 on behalf of a unit of employees: received, 67; representation vote ordered, 387; granted, 493.

National Harbours Board (Port Colborne):

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dispute with Local 1005 (Port Colborne Elevator Workers): C.O. appointed, 68; settlement, 391.

National Harbours Board (Port of Montreal):

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dispute: C.B. appointed, 175; C.B. fully constituted, 271; C.B. report, 496, 503; settlement, 496.

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National Syndicate of Longshoremen of Ha! Ha! Bay:

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Newfoundland Employers' Association Limited:

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Newfoundland Federation of Labour:

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Newfoundland—Great Lakes Steamships Limited:**IBT**

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LPU

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New York Central Railroad Company:**BLFE**

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BRT

certification application on behalf of a unit of conductors on road service for provision for final settlement of differences concerning the meaning or violation of agreement, granted, 493.

certification application on behalf of a unit of conductors, trainmen and switch tenders in yard service for provision for final settlement of differences concerning the meaning or violation of agreement, granted, 493.

certification application on behalf of a unit of trainmen on road service for provision for final settlement of differences concerning the meaning or violation of agreement, granted, 493.

certification application on behalf of a unit of yardmasters employed in Canada Southern Division, received, 881; representation vote, 1398.

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Nordair Employees' Syndicate:**Nordair Limited**

certification application on behalf of a unit of maintenance employees, received, 1399.

Nordair Limited:**IAM**

certification application on behalf of a unit of maintenance and ground service personnel, received, 628.

cross-application with NMA on behalf of a unit of maintenance and ground service personnel, rejected, 754.

NES

certification application on behalf of a unit of maintenance employees, received, 1399.

NMA

certification application on behalf of a unit of maintenance and ground service personnel, received, 628; granted, 753; cross-application by IAM rejected, 754; rejected, 979.

NPA

certification application on behalf of a unit of pilots and co-pilots, granted, 493; received, 494.

Nordair Mechanics Association Inc.:**Nordair Limited**

certification application on behalf of a unit of maintenance and ground service personnel, received, 628; granted, 753; cross-application by IAM rejected, 754; rejected, 979.

Nordair Pilots Association Inc.:**Nordair Limited**

certification application on behalf of a unit of pilots and co-pilots, granted, 493; received, 494.

North Pioneer Steamship Company Limited:**UMWA**

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

Northern Alberta Railways Company:**ORT**

certification application on behalf of a unit of commercial telegraphers (System Division No. 7), received, 67; granted, 268.

Northern Electric Company Limited:**CWA**

certification application by Local C-4 on behalf of a unit of telephone and microwave equipment installers in its Western Division, Toronto, received, 174; application rejected, 270.

Northern Freightways Limited:**IBT**

certification application by Local 605 on behalf of a unit of drivers and garage and warehouse employees: granted, 65.

Northern Radio—Radio Nord Inc.:**NABET**

certification application on behalf of a unit of employees, received, 881; granted, 1139.

Northern Transportation Company Limited:**SIU**

certification application on behalf of a unit of unlicensed personnel aboard vessels operating in Western Arctic, received, 980; representation vote, 1397.

dispute: C.O. appointed, 68; C.B. appointed, 271; C.B. fully constituted, 391; C.B. report, 496; settlement, 982.

Northland Navigation Company Limited:**NAME**

dispute: C.O. appointed, 494.

SIU

dispute: C.O. appointed, 882; settlement, 1286.

Northspan Uranium Mines Limited:**CLC**

dispute with Local 1554: C.O. appointed, 68; settlement, 270.

IUOE

dispute with Local 796: settlement, 68.

Northumberland Ferries Limited:**CBRE**

certification application on behalf of a unit of unlicensed personnel operating ferries between Wood Islands, P.E.I., and Caribou, N.S., received, 980; granted, 1139.

Northwest Airlines Inc.:**BRSC**

certification application on behalf of a unit of transportation agents at Winnipeg and Edmonton, received, 67; granted, 172.

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Nova Scotia Federation of Labour (CLC):

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Conquergood, Howard, Director of Political Education Department (CLC), 1254.

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Drummond, Matthew, founder of former Lakeshore Labour Council (CCL), 843.

Hudson, Harold Charles, former Assistant Co-ordinator of Civilian Rehabilitation, Department of Labour, 579.

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Oil, Chemical and Atomic Workers' International Union (AFL-CIO-CLC)—Conc

Eldorado Mining and Refining Limited
certification application on behalf of a unit of employees, received, 755; rejected, 979.

Polymer Corporation Limited
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Ontario Federation of Labour:
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Northern Alberta Railways Company
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Order of Railway Conductors and Brakemen:
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Ontario Northland Railway

certification application on behalf of a unit of conductors, received, 388; representation vote, 493.

Toronto, Hamilton and Buffalo Railway Company

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Ottawa and District Labour Council (CLC):
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Owen Sound Transportation Company Limited:
SIU

dispute: C.O. appointed, 494; C.B. appointed, 630; C.B. fully constituted, 756; C.B. report, 982, 988.

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Pacific Elevators Limited:

UBW

dispute with Local 333: C.O. appointed, 391.

Pacific Tanker Company Limited:

NAME

dispute: C.O. appointed, 494.

SIU

dispute: C.O. appointed, 882.

Pacific Western Airlines Limited:

IAM

certification application on behalf of a unit of employees, received, 754; representation vote ordered, 880.

certification application on behalf of a unit of employees, received, 628; withdrawn, 629.

Pacific Western Airlines Limited—Conc**PWAPA**

dispute: C.O. appointed, 174; application under Section 19 granted, 388; settlement, 1286.

Pacific Western Airlines Pilots Association:**Pacific Western Airlines Limited**

dispute: C.O. appointed, 174; application under Section 19 granted, 388; settlement, 1286.

Packers Steamship Company Limited:**NAME**

dispute: C.O. appointed, 390; C.B. appointed, 630; C.B. fully constituted, 756; C.B. report, 982, 994.

SIU

dispute: C.O. appointed, 68; C.B. appointed, 175; C.B. fully constituted, 271.

N. M. Paterson and Sons Limited:**NAME**

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 756; C.B. report, 1142; settlement, 1288.

SIU

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883; settlement, 1287.

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Quebec Court of Queen's Bench rules union liable for damages when picketing organized by union carried out in illegal manner, 1031.

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Polymer Corporation Limited:**OCAWIU**

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Poole Construction Company Limited:**IUOE**

certification application by Local 115 on behalf of a unit of construction equipment operators (Yukon Territory), received, 755; withdrawn, 980.

certification application by Local 115 on behalf of a unit of construction equipment operators (Yukon Territory), received, 1140; granted, 1396.

**Poole Construction Company Limited—Conc
UBCJA**

dispute with Local 2499: C.O. appointed, 755;
settlement, 882.

**J. P. Porter Company Limited:
SIU**

dispute: C.O. appointed, 882; C.B. appointed,
981; settlement, 1288.

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**Quebec North Shore and Labrador Railway
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BMFE

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271; C.B. report, 756, 757; settlement, 883.

BRSA

dispute with Lodge 217: C.O. appointed, 68;
C.B. appointed, 175; C.B. fully constituted,
271; C.B. report, 756, 757; settlement, 883.

IAM

dispute with Lodge 767: C.O. appointed, 68;
C.B. appointed, 175; C.B. fully constituted,
271; C.B. report, 756, 757; settlement, 883.

**Quebec Paper Sales and Transportation
Company Limited:**

SIU

dispute: C.O. appointed, 494; C.B. appointed,
630; C.B. fully constituted, 630.

Quebec Terminals Limited:

BRSC

dispute: C.O. appointed, 882; settlement, 882.

**Quirke Lake—Can-Met Office Workers' Union
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Can-Met Explorations Limited

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Radio Lac St-Jean Limitee:***Syndicate of Employees of CFGT***

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certification application on behalf of a unit of employees, received, 494; granted, 753.
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